



# Champions of Change

## A Sample Multi-Level Learning Journey on Leading Change

Driving meaningful change in your organization means you need all hands on deck. Leaders across levels must be equipped with the skills to accelerate and manage change. Explore **Champions of Change**, a sample learning journey that showcases the skills all leaders need to adapt to uncertainty and bring alignment across your organization.

### Key Skills

Adaptability and agility

Effective communication

Empathy and emotional intelligence

Leading teams collaboratively

Resolving conflict

Get Started	Build and Practice Skills			Get Results	
	Phase 1	Phase 2	Phase 3		
<b>Kickoff from CEO</b>  <b>Orientation for Leaders</b> Get an overview and complete the microcourse <i>Anticipate Change with Agility</i> to build a positive mindset and embrace a proactive approach to change.  <b>Gain Insights</b> Complete assessments to reflect on strengths and gaps.  <b>Organize Peer Learning Groups</b> Schedule sessions to discuss key takeaways and insights.	<b>Directors</b>	<b>Accelerating Change</b> VC 2 hours Accelerate change with strategies to identify and manage key stakeholders.	<b>Driving Transformation Through Culture</b> VC 90 minutes Engage and energize teams to build commitment through change.	<b>Solving Conflict from the Source</b> VC 2 hours Address root causes of conflict and adopt strategies that leverage personal traits and tendencies.	<b>Recognition</b> - Reflections - Celebration  <b>Measurement</b> - Participation - Evaluations - Impact Study - Talent Metrics  <b>Plan Future Development</b>
		<b>Sparking a Culture of Innovation</b> M 10 minutes Empower teams to think outrageously, experiment responsibly, learn from failure, and drive innovation.	<b>Conversations with Courage and Candor</b> M 10 minutes Initiate conversations with courage, speak with candor, and inspire teams to follow their example.	<b>Empowering Teams to Resolve Conflict</b> M 10 minutes Empathize with teams and ensure alignment, clarity, and direction.	
	<b>Managers</b>	<b>Communication: Connect Through Conversations</b> OC 60 minutes Communicate more effectively with colleagues. Engage the “head”—the business outcome of a conversation—and the “heart”—people’s feelings.	<b>Leading Teams: Achieve More Together</b> VC 3.5 hours Explore six factors of team effectiveness in an immersive experience.	<b>Inclusion: Resolve Conflict Fairly</b> VC 90 minutes Uncover inclusive steps to promote discovery and fair conflict resolution.	
		<b>Driving Change</b> VC 90 minutes Accelerate the process of implementing change and effectively anticipate and respond to resistance.	<b>Human-Centered Leadership</b> M 10 minutes Support and meet team members’ personal and practical needs.	<b>Boost Your Resilience</b> M 10 minutes Discover how individual traits affect resilience and methods to manage tendencies and obstacles.	
Make Development a Way of Work to Sustain Learning, Apply Skills, and Grow: Peer Learning Groups   Individual Development Plan   Online Resources					

C Classroom VC Virtual Classroom OC Online Course M Microcourse

## Ready to Design Your Own Program?

With a DDI MultiLevel Subscription, you have everything you need to help leaders across levels accelerate change and achieve better results: award-winning content, personalized insights, learning tools, and the flexibility to design your own leadership programs. Plus, you’ll get your own DDI Strategic Learning Team to guide you throughout the design and implementation process.

Explore DDI’s [Leadership Development Subscriptions](#).