



LEADING CHANGE

To strategically plan for major changes in an organizational setting, it is helpful to know the process that each person goes through while responding to change. While the intensity of each person's responses may vary, the nature of each stage is typical for everyone. Even if the change is positive or chosen, one may still feel some kind of loss. It is a big mistake to underestimate how a major change can influence people's attitudes and productivity. Some managers mistakenly feel that if they tell an employee to change, he/she will do so automatically, without consequence.

To create common principles about leading change, seminar participants will read Patrick Lencioni's *Five Dysfunctions of a Team*, which is a compelling, smart, quick and easy-to-read fable about how Kathryn, the manager in the story, overcomes anger and resistance to change and makes her team high performing. The book is included in the seminar cost.

SEMINAR TOPICS INCLUDE THE FOLLOWING:

- Learn the four phases of transition:
 1. Denial/anger
 2. Resistance/acceptance
 3. Resolution/acceptance
 4. Commitment
- Understand how to deal with fear of change
- Learn how mental models impact people's attitudes toward change
- Practice "Stop, Challenge and Choose" to interpret change differently to get preferred results
- Learn effective strategies for helping individuals and teams deal with change

The seminar employs a balance of content and process and a blended approach to learning. This involves experience-based learning, brief lecture, and small and large group conversations. Methodologies are highly interactive and address different learning styles. Group process exercises and presentations are offered to maximize individual and group learning.

DATE:

8:30 a.m.-4:00 p.m.

Wednesday, February 4, 2026

LOCATION:

Santa Fe Chamber of Commerce
1644 St Michaels Drive, Santa Fe, NM

COST: \$199

SEMINAR INSTRUCTOR:

David Markwardt owns David Markwardt Consulting, LLC and is the facilitator for many programs in Santa Fe, including The Executive Leadership Institute, The Essentials for Supervisors Program, The Public Servant Emerging Leaders Program, and Santa Fe Chamber of Commerce's Leadership Santa Fe.

For more information and to register, contact:

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Customized supervisor, leadership, and team building and other professional trainings are available upon request.



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