



## Who We Are

**The Stearnes Group** develops change management strategies and provides training and management consulting services. In the current market where the only thing constant is change itself, we help our clients manage these challenges using a structured change management model.



**Making Change Inclusive**



*Certified Minority and Woman Business Enterprise*

## Our Solution

**The Stearnes Group** has designed a change management development and certification program to support organizations in any strategic change initiative. Our process insures that “what ought to be” becomes “what is” when you execute your strategic plan.

**Change Management Strategy  
Leadership Competency**

**Development & Certification  
Program**

### **The Stearnes Group**

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**CHANGE**  
**Accept Change &  
Manage Resistance**

Change is inevitable. In any constructive change initiative, there is a need to:

- Let Go Of “The Old”
- Embrace “The New”

This module explores change and its impact on behavior.

**AT THE END OF THIS  
SESSION PARTICIPANTS WILL:**

- Learn **HOW** to let go of “The Old” & “**Embrace The New**”
- Learn **HOW** to **Change & Win Easily & Often**
- Learn **HOW** to **Plan & Prepare for Resistance**
- Learn **HOW** to Expand Your ability to **Manage Resistance Constructively**

**MANAGEMENT**  
**Manage the Four 3’s**

This program will provide your managers with techniques to think through change initiatives in an organized way. It allows the manager to look at the size and scope of a change initiative and its relationship between the following change elements:

- **THE CHANGE**  
The Present  
The Future  
The Transition

- **THE PEOPLE**  
Sponsors  
Change Agents  
Targets

- **THE ENVIRONMENT**  
History  
Culture  
Resistance

- **THE CHANGE SYSTEMS**  
Communication  
Learning  
Motivation

**STRATEGY**  
**Link Strategy to Operations**

This program discusses organizational strategy from the perspective of how it is used, described and implemented. This program identifies the importance of understanding the strategy in your business. Successful change initiatives start with knowing what you want to do and how much risk you are willing to take to accomplish your goal.

**THE OVERALL PROGRAM  
OBJECTIVES ARE AS FOLLOWS:**

- To understand some of the ways organizations do strategic planning.
- To understand how to perform and apply change management techniques in the work environment.
- To provide ways to influence environments to enable acceptance and implementation of ideas.

