

# NAVIGATING TRANSITIONS DURING DISRUPTIVE CHANGE



## WHEN

May 20 – 21, 2021

Aug 12 – 13, 2021

Dec 6 – 7, 2021

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## PRICE

\$4,500

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## WHERE

Live Online - Zoom

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## EXECUTIVE CERTIFICATE TRACK

Management and Leadership

Change has been, and always will, be constant. The role of a leader is to identify the uncertainty that surrounds change and create the context for talking about and managing it. Disruptive change—events that challenge our lives, organizations, industries, and societies in fundamental ways—raises the stakes on all the above. How we navigate the transitions that result from disruption has a direct impact on outcomes.

Led by Hal Gregersen and Roger Lehman, this innovative new program, conducted live online, takes a deep dive into the social and psychological journey that accompanies transition. You will explore and apply key concepts and tools to guide yourself and others successfully through the behavioral, cognitive, and emotional arcs of individual and team transitions—the Transition-Curve Framework. By understanding how people move through these three arcs at their own pace, you will be better equipped to build organizational support for yourself and high-performing teams before, during, and after transitions. And you will be able to avoid common leadership mistakes that over-emphasize performance and de-emphasize the human side of transitions.

Please visit our website for the most current information.

[executive.mit.edu/nav](https://executive.mit.edu/nav)

## FACULTY



Hal Gregersen



Roger Lehman

## TAKEAWAYS

As a participant in this course, you will learn:

- Engage the power of inquiry, cultural awareness, and a growth mindset to manage transitions
- “Mind the curves” of adjustment, learning, and emotional response
- Frame your role of as an effective leader in times of transition
- Identify threats and address them openly with your team
- Understand the role of social defenses during times of uncertainty
- Create organizational support at each phase of the transition curve
- Sustain psychologically safe and compassionate transition cultures
- Provide better transition support to individuals and teams virtually
- Identify and engage in positive transitions at home and in communities

## WHO SHOULD ATTEND

This course has been developed for individuals who want to improve their ability to navigate the transitions that result from disruptive change and/or create an organizational culture that is able to support individuals and teams as they do so. This content is highly applicable to the new world of substantial systemic change and the impact it has on our roles in radically shifting organizational models. The course is especially relevant to senior leaders and professionals engaged in managing transitions.



*Transitions are inevitable, in work and in life. Navigating them well is every leader's responsibility. Building on the Transition-Curve Framework (research and practice on adjustment, learning, emotional response curves, and more), this unique program will help you better manage uncertainty and successfully lead others through the behavioral, cognitive, and emotional arcs that accompany disruptive change.*

—Hal Gregersen

## CONTACT INFORMATION

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