

Course Title: **Change Isn't a !@#\$ Letter Word – Becoming an Agile Pivot Master**

Duration: 60-90 minutes

Speaker: Deborah Jenkins, PHR, SHRM-CP

Course Description:

Although many people try to avoid it, even fear it, change is inevitable. In the business world, stagnation can be lethal. If your organization is not moving forward, it is likely moving backwards and will be left in the dust. Understanding the different types of changes, the reasons for change, the natural human reactions, and most importantly, why and how we should adapt to change is vital to success. To ensure that all employees are supportive and embrace the changes that come along with progressive movement, management must be the leader with this reflected attitude. Both individual and corporate-wide change management are essential to ensure personal growth as well as your business's success. To produce positive results, it is recognizably important to soften attitudes, change behaviors, and then reinforce the commitment to recognize, drive, and embrace desired changes.

Change management occurs all the time, by everyone, and in different ways. This training explores change primarily in the workplace, scientific researched psychological reactions of the stages of change responses and offers tools to assist individuals to rise to the challenge of championing necessary changes in a timely, efficient, and effective way for successful results.

In this resource-loaded, fast-paced, and relatable course, you will be offered tools, tips, and techniques to use to successfully lead your team. At the conclusion of the training, there will be action items provided to help you apply the learnings objectives to achieve future success.

This is a PowerPoint instructor-led presentation that includes lecture, audience participation, key takeaway action plans, and is qualifiable for 1.0 CEUs per instruction hour.

Objectives include:

- Understand Workplace Changes
- Identify How Change Occurs
- Recognize How we Handle Change
- Explore How to Better Adapt to Change
- Learn Best Practice Tips and Techniques
- Determine Responsibilities

Course Outline:

1. Exploring Where, When, and How Change Happens
2. Determine Who and What is Involved
3. Understand the Human Mindset of Reacting to Change
4. Action Plan to Become a Flexible Adapter, Champion, and Creator of Change

Why Attend:

Attend this training and you will learn why change management skills are critically important, to grow your current skills, and discover how to work towards continued success for yourself, your team, and your organization. This course will help you to advance your current success, boost your chances to meet your future goals and aspirations, and to inspire others to follow your lead. Further, this course will help your team better understand company-wide expectations of individuals and teams to achieve the desired results. When workplaces incorporate these cultural principles, the environment becomes a place to look forward to coming into.

If developing your skills aren't addressed by you or your organization, there is a risk of individual, team, department, and organizational failure by not reaching the full potential of everyone.

Who Will Benefit:

Everyone that interacts with others and aspires to continue their professional development will benefit from this training. That includes anyone from front line workers to the leadership team. It is also general information that is relevant to all industries including human resources, medical, legal, hospitality, transportation, government, sales, communications, education, insurance, science, engineering, banking, non-profit, fitness, investment, realty, marketing, construction, and more. Human Resource Professionals, Supervisors, Managers, Business Owners, CEOs, COOs, CHROs, Presidents, Vice Presidents, Employees.

Speaker Profile:

Deborah Jenkins has over twenty years of experience as an Accounting and Human Resources (HR) Professional. She has served in senior leadership roles as well as supporting businesses as an HR generalist, payroll specialist, training and development provider, and benefits administrator. The variety of industries she has contributed to spans the public, private and non-profit sectors. From this, Deborah has derived a broad understanding of the challenges facing business leaders, HR professionals, and all personnel. After having spent years broadening her skills, knowledge, and experience, Deborah now serves her clients as a Human Resources Consultant, Leadership Development and Workforce Training Expert, Motivational Speaker and Executive Coach through her business, HR Solutions, LLC.

To prepare her for these opportunities to serve her clients, Deborah earned a Bachelor's Degree in Human Resources Management and an Associate's Degree in Accounting. She further is a certified Human Resources Professional from leading associations in the world, including a Professional in Human Resources (PHR) from the Human Resources Certification Institute, a Society for Human Resource Management Certified Professional (SHRM-CP), and a Toastmaster's Competent Leader (CL). To offer additional value-added tools to her services, Deborah has completed training and is an Authorized Partner and Trainer with Wiley's Everything DiSC®.

Deborah believes that learning is a lifelong adventure, and she continually pursues personal and professional development. She also believes in giving back to her community and has been an

active board member for several non-profit organizations including local Toastmaster's Chapters and both the local Society of Human Resource Management (SHRM) chapter as well as the Montana State Council SHRM.

By sharing knowledge, inspiring others, and continually pursuing personal growth, Deborah aspires to ignite both individual and corporate success, thus enhancing overall well-being and shared fulfillment. Her goal is to assist others to develop more effective communications, supportive collaboration, and harmonious concord to reach superior streamlined, successful, and enjoyable results. Starting her own business in 2013 allows her to allocate her energies to accomplish this mission and focus in the areas she's most passionate about: Leadership Development, Workforce Training, Motivational Speaking, and Human Resource Management Consulting.

When Deborah is not working, learning, or volunteering her time, she enjoys hanging out with family and friends, spending time outdoors with Mother Nature, and taking in the arts and entertainment offered in her home state of Montana and beyond.

