Many organizations face behavioral challenges and resistance from employees whenever there is some level of corporate change. As a result, the subversive behavior demonstrated is not in agreement with the established company culture. These behavioral challenges often breed negative consequences for an organization, such as decreased productivity, distrust and broken relationships. This workshop is designed to help organizational leaders understand the natural tendency of employees to resist change in an organization, confirm the importance of setting clear behavioral expectations and review specific techniques that will maximize employee performance. It will also provide tools to help align employee behavior to the organizational goals, mission, and values, and strategies for preventing such behavior from gaining influence in an organization.
Learning Outcomes

• Understand the natural tendency of employees to resist change in an organization, discuss the reasons why resistance to change is so prevalent and gain strategies or preventing such behavior from gaining influence in an organization.

• Understand the journey to cultural change and the differences between power-based behaviors and servant-led behaviors.

• Confirm the importance of setting clear behavioral expectations and review specific behaviors that will maximize employee performance and align employee behavior to the organizational goals, mission, and values.

• Using case studies, learn strategies that deal with problematic and challenging behaviors to achieve positive permanent behavioral change.

• Practice successful methods for identifying behavioral challenges and how to best confront negative behaviors that undermine the organization through effective role play techniques.

• Learn how to mentor as a servant leader and train effective mentorship techniques that foster positive relationships among employees and commitment to organizational goals.