

Improving Performance through Positive Change[®]
Presented by Jeremy S. Lurey, Ph.D. and Samantha Lurey, MA

An interactive two-day training course that delivers the tools and skills you need to become an effective change agent in leading large-scale organizational change initiatives.

Course Overview

Change can be an exciting and exhilarating experience. Change can lead to innovation and renewal in many areas. Better utilization of technology, more efficient process flow, and enhanced individual and team productivity are all potential benefits of change.

Far too often though, organizations fail to achieve these anticipated benefits. In fact, it's not uncommon for only 20% of major change efforts to ever achieve their intended business results. Whether it is a systems implementation, a process redesign, or any other organizational transformation initiative, that means that up to 80% of these change projects fail to achieve their intended business results.

This interactive two-day training course helps you explore the key drivers for successfully implementing organizational change and develop the critical skills you need to effectively lead change initiatives. The Positive Changesm approach is based on today's leading research as well as decades of applied consulting experience. For this reason, the workshop focuses on the basic fundamentals of the Positive Changesm approach to help you not only to ensure project success but also to achieve extraordinary outcomes.

Workshop Objectives

In this workshop, participants will learn about change and resistance to change from an individual, group and organizational level. By the end of the workshop, participants will achieve the following objectives:

- Understand today's environment and the conduits for organizational changes
- Recognize the personal affects change has on individual employees
- Learn about why people resist change and become familiar with the principles of engagement to mitigate employee resistance
- Review a proven approach for managing individual and organizational transitions
- Discuss effective strategies for leading individuals through large-scale organizational changes
- Learn how to be a change agent and streamline the transition process

Who Should Attend

- Internal and external consultants who need to enhance their skills in supporting client organizations undergoing significant change
- Any project manager who is responsible for managing large-scale organizational change initiatives
- Experienced project leaders who want creative ideas for addressing and overcoming specific challenges with change as well as performance issues with resisters of change



About the Facilitators

Dr. Jeremy S. Lurey is the Chief Executive Officer of Plus Delta Consulting, LLC, and Ms. Samantha Lurey is the President of the firm. With advanced degrees in organizational psychology, the Lureys complement each other through a powerful combination of practical skills and applied consulting experiences, including Big firm and internal roles working with various corporate, non-profit, and government agencies. They are both recognized for their thought leadership and applied consulting work with Plus Delta's Positive Changesm approach and are frequently invited to speak to professional groups at international conferences and symposiums.

Dr. Lurey specializes in leadership and organization development and partners with his clients to assess their current operations and implement targeted solutions that improve performance and enable them to achieve their strategic objectives. He has particular expertise in strategic planning, executive and management development, change management, business process improvement, and team effectiveness. With more than 15 years experience as a management consultant, Dr. Lurey has supported clients ranging from small start-up organizations to multi-national corporations, including several non-profit and government agencies. He holds MS and PhD degrees in Organizational Psychology and is certified as a Master Instructor. In addition to his role as a consultant, Dr. Lurey serves as an Adjunct Faculty member at Pepperdine University and has authored several publications, including a book chapter, on organization development, change management, leadership excellence, and virtual team effectiveness.

Ms. Lurey specializes in managing large-scale change initiatives and offers a variety of workplace solutions to clients ranging from small start-up companies to Fortune 100 corporations as well as both local and federal government agencies. With more than 12 years experience as an organizational consultant, she has particular expertise in change management, talent management, organizational redesign, culture change, and technology implementation. Ms. Lurey holds a Master's degree in Organizational Psychology as well as a Bachelor's degree in Psychology. She also serves as a guest lecturer at Alliant International University and presents at various conferences and to client work groups engaged in large-scale change efforts.

You can reach the Lureys by calling (866) PLS-DLTA or by sending an email to jslurey@plusdelta.net or slurey@plusdelta.net. You can also visit Plus Delta Consulting online at www.plusdelta.net.

