

Driving Organizational Change

Achieving business goals through purposeful change management

In-person

March 25–28, 2024

Oct. 28–31, 2024

\$10,050

In today's complex global business environment, it's no longer enough to merely respond to change. Successful leaders are able to anticipate the impact of marketplace adjustments, new regulations, a change in strategy or the implementation of new technology on their organizations. By taking a holistic approach to their change initiatives, these leaders create an agile work environment while promoting organizational resilience.

This innovative program, led by a multidisciplinary faculty of thought leaders and expert practitioners, employs exercises and frameworks to help participants develop strategies and tactics for change that fit their environment. You will engage in project-focused learning, using your own real-life challenges as a platform for putting the latest theories and tools into practice, and leave equipped and inspired to guide your organization through major change efforts.

This program is ideal for multiple members of an organization to attend together, providing your team the opportunity to create a plan, get feedback from faculty and other leaders with a fresh perspective and become "change champions" on your return to the office.

"Organizational change is a given. Driving organizational change is essential. The tools and ideas I obtained in the program have been put to immediate use! Two months after attending, our organization entered into a joint operating agreement with another nonprofit. I now feel prepared to face any organizational challenges ahead."

PRESIDENT/CEO, INTERNATIONAL AID, INC.

Key benefits

- Gain insight into the relationship between organizational strategy, the external landscape and change agendas
- Understand the interplay between management and organizational design
- Create strategies for addressing the most common pitfalls associated with driving organizational change
- Develop an action plan for your own real-life challenge
- Appreciate the psychological demands of change on the people within an organization
- Leave with a robust and reusable change management methodology

Who should attend

- Senior-level executive leaders who want to create value through reframing and driving organizational change
- Cross-functional executive teams who are tasked with reframing and driving organizational change

Learn more and apply: kell.gg/kxorgchange

* Your in-person program fee includes accommodations, meals and course materials.
Dates and program fees are subject to change.

Program content

Anticipating and defining necessary organizational change

- Understand how the business landscape and business strategy act as the guiding force for most change agendas
- Define what the desired state of change is and how this differs from the current state
- Consider the impact of change on the entire organizational ecosystem

Planning for organizational change

- Learn how to write a business case for change
- Consider the institutional enablers and barriers to change based on the history and culture of the organization
- Collect and synthesize key data to guide the direction and impact of change plans
- Identify and address key stakeholders' concerns

Implementing the organizational change plan

- Discover how to use advocacy and influence to promote and drive the change agenda with key stakeholders
- Learn to manage resistance to proposed change
- Explore options for linking change management plans to related project management plans
- Learn how to build and deliver key change implementation plans addressing communications, education, accountability and resource support

Sustaining organizational change

- Identify key change metrics and create a system for monitoring progress and success
- Embed key behavioral changes into institutional processes to ensure that change remains deep inside the organization's design
- Discover how to cascade sponsorship for change to the lowest level of the organization

The faculty

Kellogg has assembled for this program a faculty that represents the cutting edge of management theory and the gold standard of practice. Thought leaders, dedicated teachers and seasoned practitioners will help you gain the knowledge and insight you need to drive change, create value and ignite growth.

Steve King

Academic Director; Adjunct Professor of Executive Education

Bernard Banks

Associate Dean for Leadership Development and Inclusion; Clinical Professor of Management and Organizations

Shana Carroll

Clinical Associate Professor of Management Communications; Associate Chair of the Management & Organizations Department; Co-Director of the Leadership Development and Communications Program (LDEV)

Richard Jolly

Clinical Associate Professor of Management & Organizations

Loran Nordgren

Professor of Management & Organizations

Jill Zimmerman

Executive Vice President, Chief People Officer, Hilco Global

Please note:

Faculty is subject to change.



Your learning experience

Whether you choose to join us in-person or participate in our dynamic live virtual programs, you'll be immersed in a rich learning environment that fosters personal growth. You'll be guided through a transformative experience with our world-renowned faculty and active engagement with your peers.

** When program registration requires additional accommodations, our staff will make all the necessary arrangements for participants to stay at a nearby hotel.*

Learn more and apply:
kell.gg/kxorgchange

Consult with an Advisor:
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