



*You know it. Your senior leaders know it ...*  
**“Organizational Change Is Guaranteed. Success Isn’t!”**



## **RIGHT TURNS: CHANGE IN ACTION®**

*is a powerful learning experience that guides your employees and managers to explore the realities of organizational change. Its fast-paced design allows learners to discover what drives change, how it progresses, what actions and behaviors lead to success, where they fit and how emotions help or hinder a change initiative.*

## **THE DELIVERY**

Your own in-house facilitators (professional instructors and/or managers) can easily conduct a Right Turns: Change in Action session.

A Facilitator Guide and DVD provide everything needed to prepare for a great delivery. The guide contains complete materials for leading and debriefing each exercise, as well as “time-saver,” “expansion” and “focus” options for shaping Right Turns to the audience and timeframe

## **THE EXPERIENCE**

### **FOR EMPLOYEES:**

#### **A 2-HOUR SESSION**

Small teams gather around an engaging illustration created through our Discovery Maps® program. Guided by Activity Cards, they work together to explore and discuss key change concepts – then apply those concepts to their specific organizational or departmental changes. Learners discover how their choices about change have potential risks and rewards and how personal initiative around change can make a difference for them and their organizations. Along the way, learners meet five emotional “gremlins” and learn how to deal with them.

### **FOR MANAGERS:**

#### **A 3- TO 4-HOUR SESSION**

Managers first experience the Discovery Map which emphasizes the role of “participant” in change. Then they build a higher level of understanding of what’s required in their roles as change leaders.

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OPTIONAL: It's your choice. Paradigm Learning delivery consultants are available to conduct a "train-the-trainer" session or conduct the Right Turns: Change in Action sessions for some or all of your target learners. We can also customize organization-specific exercises that target unique change issues.

## THE MATERIALS

- Reusable, Right Turns Discovery Maps and companion sets of Activity and Statement Cards
- Participant Guide containing session exercise materials and a take-away Summary and Personal Reminders Card
- Manager Guide containing session exercise materials, a Leading Change behaviors and actions overview and four self-reflection Critical Thinking Guides for use on the job

## CONSIDER USING RIGHT TURNS AS:

- An addition to your leadership curriculum
- A powerful session at an employee or leadership event
- A way to reenergize a stalled organizational or departmental change initiative
- A complement to a major change introduction
- A management-conducted session with teams experiencing the uncertainty of change
- An intervention with teams or departments that must work together differently
- A vehicle for communicating an enterprise-wide change initiative



*Help your employees embrace change and help your managers lead it successfully!*

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In several exercises, managers explore:

- The most critical actions leaders can take to support change
- The leadership skills and attributes that are most important for success
- How leaders can best cope with their own issues around change
- How leaders can help individuals and teams manage their reactions to change

*Critical Thinking Guides provided in the session help managers apply their new understanding about change on the job.*

LEARN MORE ABOUT



PARADIGM  LEARNING  
THE POWER OF DISCOVERY

**City Center | 100 2nd Avenue South | 12th Floor**  
**St. Petersburg | Florida 33701**  
**727.471.3170**  
**ParadigmLearning.com**

BUSINESS GAMES, SIMULATIONS and DISCOVERY MAPS®