



TIME FOR CHANGE - ESSENTIALS FOR DEVELOPING HR & LINE LEADERS AS ORGANIZATIONAL DEVELOPMENT SUPPORT TECHNICIANS

Alternative Dispute Resolution Academy (ADRA)
A Resource for Online Dispute Resolution
Continuing Education Training and Certification



This is a SHRM pre-approved course. This course is eligible for 13.3 PDCs for recertification for SHRM-CP or SHRM-SCP. HRCI Members apply SHRM

Florida Supreme Court Mediators CMEs - 16CME (8 live & 8 recorded)

How it works:

Register through SHRM or ADRA's learning management system. Once registered, participants gain access to the coursework two weeks prior to the course start date. Participants are expected to complete assigned coursework prior to the live webinar sessions to fully benefit from this course.

Coursework:

Course is comprised of five modules covered over four live sessions / webinars by the instructors, plus additional material to be reviewed prior to each live webinar. Special guests will share from their years of managerial and leadership experience.

[Register Here](#) or Find us on SHRM

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4-day workshop - 23 through 26 August 2016

Registration fee: \$260.00

Early registration fee (before 10 Aug) \$230

Time for Change! Essentials for Developing Line / HR OD Technicians

This workshop presents a thematic approach to organizational development support. It places the organization's line leaders and the human resources managers as the pivotal points, as the Organization Development (OD) Support Technician. The workshop directs participants' focus on:

- ✚ Visualize the organization's goals, understands higher echelons intent of organizational change, and gives it meaning.
- ✚ Embrace change and develop the ability to support others that have difficulties coping with change.
- ✚ Effectively understands the "Who, What, When and Why" of organizational change.
- ✚ Recognize and effectively apply learning theories for developing skilled workers as Subject Matter Experts (SME).
- ✚ Retain the newly created SMEs by appreciating the need for workplace communication, the use and benefits of a grievance process.

Who should attend?

- ✚ Anyone who coordinates diverse groups to meet the organizations' objectives.
- ✚ HR managers who have been identified as high potential in their organization.
- ✚ Line and HR professionals seeking to advance their career through personal growth and professional development.
- ✚ Anyone frustrated with the current situation in the workplace - for your sake and your organization's sake, doing nothing is unacceptable!

Why Attend?

This workshop helps executives harness the potential of those having direct influence on the organizations' workforce. It helps Line and HR leaders understand the impact of their actions on productivity and how to cultivate compliance from subordinates.

Course's focus is to help develop the leadership skills needed by line leaders, supervisors and HR managers to accept change as a necessity for the organizations' survival, while positively influencing and cultivating a compliant workforce. Each of these thematic perspectives provides critical insights and tools that enable managers avoid the pitfalls associated with traditional approaches to change.

DAY 1 (Part 1 & 2)	DAY 2 (Part 3)	DAY 3 (Part 4)	DAY 4 (Part 5)
Introduction to ADRA	Line & HR OD Spt. Roles	Managing Learning	Workplace Communication
Organizational Types	The need for OD/Change	Behaviorism & Learning	The Grievance Process
Organizational Mgmt.	Organizational Systems	Renewing Process	Q&A Special Guest
Live Webinar Discussions	Live Webinar Discussions	Live Webinar Discussions	Live Webinar Discussions