



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

- **Teamwork—**
Organizes work tasks, people, and resources to deliver most effectively on organization goals.
- **Change Management—**
Proactively seeks opportunities to redirect self, others, and the organization to achieve desired results.

RELATED COMPETENCY CATEGORIES:

- **Adaptability—**
Open-minded to new ideas. Demonstrates flexibility when faced with changes in work expectations and environment. Responds to situations while maintaining a positive attitude.
- **Initiative—**
Proactively makes things happen. Evaluates self and others and takes positive corrective action. Is self-disciplined.

Team Change Engagement

SUMMARY

This module is designed to specifically address the importance of each person's contributions to their team in staying positive and focused during change. Team change engagement includes understanding principles for participation, applying human relations tools, becoming a "listening team," and applying a change model to implement new approaches.

CONTEXT

In today's workplace, you are expected to be a contributing team player, usually on several teams at once. Your ability to be seen as a contributing, valuable member of those teams could have a significant effect on achieving your career goals. Gaining a reputation as a valuable team member impacts your current work goals, your relationships at work, your opportunities for team leadership, and the degree of satisfaction and motivation you feel in your jobs. It also can impact the degree to which a team embraces change. Each individual can have a significant impact on the success of change implementation.

In this module, you will work on the attitudes you project; the support you give to others during change; and the contributions you make to your work teams to help change succeed.

At the completion of this module, participants will be able to:

- Analyze principles for participating in teams during change
- Practice a higher level of listening effectiveness
- Develop stronger team relationships
- Integrate the Change Model into team interactions

"The key elements in the art of working together are how to deal with change, how to deal with conflict, and how to reach our potential...the needs of the team are best met when we meet the needs of individual persons."

—Max DePree