Change Academy
Fall 2024 Program at a Glance

Date	Topic
Monday, August 5 **5:00**	**Application Deadline**
Friday, September 6 **1:30 – 3:30**	**Supervisor Orientation** An overview of the program, time requirements and other support needed from participant supervisors
Monday, September 23 **1:30 – 3:30**	**Kick-off (*In Person*)** Overview of program. Participants share with group the change they are currently managing. Facilitated discussion.
Thursday, October 3 **9:00 – 11:30**	**The Change Cycle** A model that shows how people react to and cope with change, how to tackle and overcome concerns about change as well as how to help yourself and others navigate through it.
Monday, October 14 **1:00 – 4:00**	**Change Fatigue (*In Person*)** In this course, we will explore numerous factors that contribute to change fatigue, such as uncertainty, loss of control, and increased workload. You will be equipped with practical strategies and tools to manage and cope with these challenges effectively.
Wednesday, October 23 **9:00 – 12:00**	**Emory Change Management Model** A step-by-step process and model for managing change at Emory, using the four Ps of change management: Plan, Prepare, Promote and Proceed.
Friday, November 15 **9:00 – 12:30**	**Birkman and Immunity to Change (ITC) (*In Person*)** Recognize personal needs during times of change using the Birkman. Help self and others overcome personal roadblocks to change by identifying hidden "immunities" that hinder our change efforts.
Tuesday, December 3 **9:00 – 11:30**	**Change Communication** A model and tips for communicating change in a way that respects the past while generating excitement for the future.
Thursday, January 16, 2025 **8:30 – 12:30**	**Systems Thinking in Change Management** Learn how systems work and their influence change. Sustain change by understanding interconnectedness and relationships of various processes within a system and their influence on the culture of an organization.
Tuesday, February 4, 2025 **8:30 – 12:30**	**Participant Presentations** Integrates concepts learned throughout program. Shows planned/current impact on existing change(s) being managed. Each presentation will show link to at least 3 of the sessions. Supervisors are invited!
February 2025 **TBD**	**Graduation (*In Person*)**