



Change Must Be Managed!

Learn About Managing Change Using AgLearn!

Change is an inevitable part of any organization. In order to foster progress and confidence in change, it must be managed at all levels. Human Resource professionals are a direct link between an organization and an employee. This makes them a vital person in change management.

+ [Understanding Change](#) (1 hour)

This course outlines what is meant by change, as well as the importance and benefits of implementing change within an organization. It also details the three different types of organizational change: strategic adjustments, strategic reorientation, and transformational change.

+ [Building Positive Support For Change](#) (1 hour)

It's often said that people don't like change. But when it comes to organizational change, employees are genuinely interested in making things better. Employees empowered with knowledge, understanding, and a clear vision of the future state will not only welcome change, but embrace it. In this course, you'll learn about the importance of building a motivating atmosphere that supports organizational change, and the importance of creating short-term wins and vision.

+ [Dealing With Resistance to Change](#) (1 hour)

Change is inevitable in an organization, but the process of adapting can be painful. Organizational change can cause anxiety, and when it does, it's no surprise that employees show resistance. This course outlines these aspects of overcoming resistance to change. It surveys explores the emotional and thought-based causes of these symptoms, and provides strategies for dealing with root causes through direct conversations with employees.

+ [Sustaining Organizational Change](#) (1 hour)

Organizational change efforts are often made to improve service and streamline operations. After such a transformation in your organization, how do you engage, excite, and support the biggest driver for success in your organization - your people? This course covers methods for building and cultivating a culture that effectively sustains organizational change.

As with all AgLearn resources, these are available to all USDA employees at no cost to you!