

Change Coaching for Managers

Turning reactive moments into real coaching

Who it's for

This is for anyone who is responsible and accountable for leading people through change, for example, people leaders, managers, supervisors, and project managers.

Why this matters

When change hits, a new system, a reorg, a merger, a new leader, or a shift in how the team works, it's natural to react to whatever's loudest in the moment rather than work through it with intention. That's not a failure, it's just what happens under pressure without a structure to lean on. But that reactive pattern costs you:

- **Time** — how fast people actually move through change, from first hearing about it to genuinely using it, shapes how long the whole transition takes. A structure to lean on gets people through it faster, instead of stalling out partway.
- **Engagement** — people invest their effort where they feel valued. When leaders acknowledge what a change actually costs someone personally, not just what it costs the business, people stay motivated instead of quietly checking out.
- **Quality** — the people doing the work every day are your best advocates for it, but only if they believe in it first. Buy-in isn't a nice-to-have, it's the difference between a change that's technically correct and one that actually works.

This session gives leaders a structure for coaching someone through change, start to finish, not just a script for when they push back.

Performance objectives

By attending this session, you'll be able to:

- Recognize where someone actually is in a change, confused, curious, resistant, or ready, and coach them accordingly
- Structure a coaching conversation that moves someone forward, start to finish, not just through the hard moments
- Practice with real examples from your own team, not hypothetical case studies
- Walk away with a simple way to track what actually helps each person on your team move through change

Duration: 3 hours

The coaching structure, stage by stage

- **Open** — get to what's really going on, not just a status check
- **Listen** — hear resistance without reacting to it
- **Reframe** — respond to pushback without becoming defensive
- **Commit** — turn the conversation into one clear next step
- **Reinforce** — a short habit that catches backsliding early

How it's delivered: live, virtual, small group. Built around real scenarios from your own team, so what you practice is what you'll actually use.

[Email us to get started](#)