

LEARNING PATH OVERVIEW

Leading change in your team

6 modules

~2 h as Adaptive modules

~1 h as Training videos

1 module per week

Give teams the means to act on the changes they lead or go through. This learning path helps clarify objectives, understand what holds people back, and identify the levers within reach. It then offers a collective approach to experiment, adjust, and make new practices last.

AUDIENCE

Managers, project leads, and team members involved in a transformation.

- **Prerequisite:** none

SKILLS DEVELOPED

- Change Management
- Leadership & Vision
- Managing Resistance

THE SIX STEPS OF THE LEARNING PATH

- 1**
WK 1 **Before you launch a change: Agree on goals and first steps**
Frame the change before launching it: agree as a team on the starting point, the goal, and the first steps.
- 2**
WK 2 **Resistance to change: Four barriers, four answers**
Understand resistance instead of fighting it, and support each person at the pace they can manage.
- 3**
WK 3 **Change on your team: Four levers you can pull this week**
Identify what the team can change right now, without waiting for a decision from above, and take action.
- 4**
WK 4 **When change keeps coming: How teams share, shape, and act**
Make change a shared project: share what each person sees, build new practices together, act with a simple plan.
- 5**
WK 5 **Agile change: Start small, learn fast, then scale up**
Move forward through small experiments: test with a few volunteers, adjust every week, then expand without imposing.
- 6**
WK 6 **Making change last: Four pillars against old habits**
Make change last: spot what threatens to undo it and put in place the regular habits that anchor it.

— WHY THIS LEARNING PATH, MODULE BY MODULE

- **Before you launch a change** – Nearly nine out of ten major transformations fall short of their ambitions (Bain & Company), not for lack of skill or resources, but because they were not scoped before launch.
- **Resistance to change** – 70% of change projects fail, and in nearly three quarters of cases the cause is not the project but how people are supported; willingness to support a change has fallen from 74% to 43% (Gartner).
- **Change on your team** – Change is no longer a temporary phase but a permanent state, and transformations that neglect frontline teams almost always fail.
- **When change keeps coming** – AI, the ecological transition, reorganizations: change has become a daily reality for teams, to the point that specialists speak of change fatigue.
- **Agile change** – The large eighteen-month transformation plan often loses momentum before it delivers on its promises.
- **Making change last** – Most transformations don't fail at launch; they fail to anchor: six months later, old practices return and metrics slip, and barely one in eight truly lasts.

— CHOOSE YOUR FORMAT

Adaptive module (~20 min per module): self-assessment, expert video with three pauses for reflection, tailored practice scenarios with coach's feedback, a commitment, and a memo.

Training video (~10 min per module): the expert video and its three pauses for reflection, to add to your own training programs.

— ROLLOUT AND FOLLOW-UP

Where: in your LMS (SCORM delivery) or on the Afthonios platform, at the same price.

Group report included: shown on the Afthonios platform; in your LMS, more or less detailed depending on your LMS and SCORM version.

Optional, on quote: follow-up emails (the next day, 30 days later) and sharing the commitment with the manager.

Languages: All our modules are available in French and English. German, Italian, and Spanish are available on request, and we can add other languages to suit your needs.

— SUGGESTED SCHEDULE

One module per week, so six weeks. Example schedule:

- **Before week 1:** announce the learning path to participants and their managers.
- **Weeks 1 to 6:** one module per week, self-paced, ~20 min.
- **After week 3:** optional check-in based on the group report (reminders and spotting needs).
- **After week 6:** group review and choice of next steps.

The pace and order can be adapted to your audiences and existing training.

Adapt this learning path
to your teams?

Content, pace, and formats can be adjusted with you.

connect@afthonios.com
afthonios.com/en/learning-paths/leading-change