

ECD Emotional Change Strategy Practitioner Curriculum

Objectives

1. Explore the Emotional side of change and how it affects the adoption of change
2. Understand several tools using the Emotional Culture Deck to explore and plan for change events
3. Gain techniques for using the ECD to unpack and navigate change resistance, reactions and challenges.

Time	Part	Key Learning Outcomes
30 min	Intro Welcome + Warm Up	Participants will learn the most simple activity using The ECD and how it can be adapted to suit different periods of time. They'll also have been introduced to our philosophy of emotional change and realise that today is about playing and doing.
90 min	Part 1: Leading Self through change:	By the end of this part, participants will be able to use the Personal Change Conversation Guide and the Know Yourself Through Change Handbook to reflect constructively on past periods of change and create a personal plan to navigate upcoming or current changes.
15 min	Break	
90 min	Part 2: Leading People through change:	By the end of this part, participants will be able to use The ECD Change Leadership Canvas to define desired and undesired emotions during change and the leadership behaviours and actions to support their teams through that change.
30 min	Lunch Break	
90 min	Part 3: Leading Teams through change	By the end of this part, participants will be able to use the ECD Exploring Team Canvas and understand the ECD Change Rituals. Canvas can be used to create rituals that bring people together.
15 min		
60 min	Part 4: Reflect & Review	By the end of this part, participants will have reflected on their course experiences, identified key takeaways, and understood the post-course challenges designed to expand their learning and emotional change skills and practice.
	END	