**October 21, 2025 at 9:00 AM – 11:00 AM**

***Location:*** Zoom

***Description:***

Identify Kotter’s 8-step change management framework, apply these steps to your personal change initiative, and how to overcome roadblocks and obstacles in your efforts to create a change initiative.

Objective(s): 1 Review tools and strategies for working through interpersonal conflicts in the workplace with colleagues. Learn about your own personal approach to conflict and communication, and set ground rules and intentions for difficult conversations with others. Learn the building blocks of conflict dialogue, conflict and power hierarchy, and prepare for conflict dialogue. 2 Learn about the experiences and qualities of highly functional teams, the pillars of teaming, and how to take next steps with your own team. 3 Identify Kotter's 8-step change management framework, apply these steps to your personal change initiative, and how to overcome roadblocks and obstacles in your efforts to create a change initiative. 4 Discuss the different types of communication, practice approaching a difficult discussion with a case study, and recognize biases and patterns in human behavior that may impact communication success.  
Location: Zoom  
  
Faculty Disclosures:   
Lauge Sokol-Hessner, MD (Non-Clinical Exception)  
[Download Handout](https://uw.cloud-cme.com/Assets/uw/activities/13592/Brochure_13592.pdf)

***Accreditation Statement:***

A picture containing text, poster, graphics, graphic design

Description automatically generatedAccreditation with Commendation: The University of Washington School of Medicine is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

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| **Name of individual** | **Individual's role in activity** | **Nature of Relationship(s) / Name of Ineligible Company(s)** |
| Lauge Sokol-Hessner, MD | Faculty | Non-Clinical Exception |
| Giana Davidson, MD MPH | Course Director | Non-Clinical Exception |
| Lisa Pierce, BA | Activity Coordinator | Non-Clinical Exception |
| Melissa Deabler-Urben, MA | Activity Coordinator | Non-Clinical Exception |