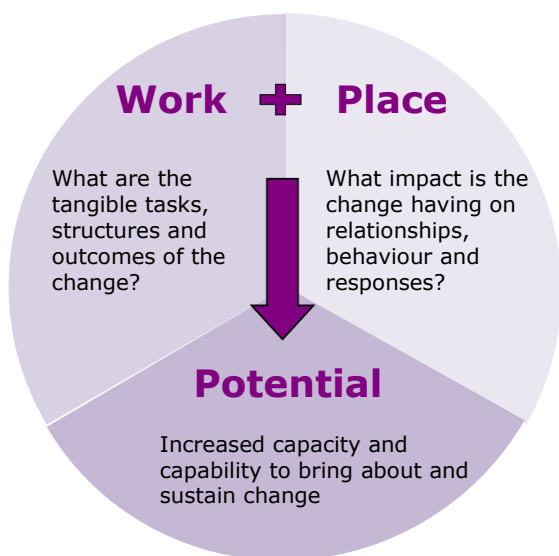


Overall Objectives

The aim of this programme is to improve your capacity to plan, design and implement a successful strategic change framework in your organisation.

Our change model

The Workplace Potential change model emphasises that it is essential for any change leader or project manager to pay attention to the 'Work' and 'Place' aspects of change in order to increase 'Potential'.



Active Review

At each stage of the strategic change framework it is important to have regular active reviews to:

- ∂ gather feedback and reflect on both the 'Work' and the 'Place' elements of a specific change
- ∂ assess risk and identify emerging issues
- ∂ feedback data from active reviews to adapt project plans and implementation strategies

The active review can be:

- ∂ Individual reflection time
- ∂ One to One meetings/coaching
- ∂ Group discussions of various sizes
- ∂ Written or verbal feedback
- ∂ Informal or formal

Who is this programme for?

- ∂ Individuals who are leading change projects and programmes within their organisation.
- ∂ Individuals who are acting as internal change agents either through their line management role; as part of an executive or senior management team; or as part of a designated change programme team.
- ∂ Individuals who are acting as external consultants and/or have responsibility for working across a number of organisations.

Programme Objectives

The programme provides an opportunity for you to:

- ∂ plan, design and deliver active reviews as an integral part of your change programme
- ∂ improve how you facilitate active reviews with individuals and groups
- ∂ enhance your ability to gather 'Work' and 'Place' data from active reviews, including understanding resistance to change
- ∂ improve your skills in using the feedback data from active reviews to adapt project plans and implementation strategies
- ∂ identify what happens in formal and informal systems during change, such as the behavioural responses of individuals, groups and whole organisation
- ∂ recognise when you have experienced 'facilitator shock' in response to a challenging group situation and develop strategies to deal with those occasions
- ∂ improve the level of active engagement people have with the change
- ∂ enhance your ability to deal with conflict and improve your influencing skills
- ∂ increase your resilience by improving how you protect and support yourself as a change agent

Format of the Programme

This programme can be designed to fit your budget and time constraints ranging from a one-day introduction to an in-depth programme over several days.

A typical programme would include:

Exploring your change models and introducing new frameworks

Interactive presentations, discussion of experiences and case studies to:

- explore the change models that you and others use
- understand the Workplace Potential change model
- design a strategic change framework
- understand the different facilitation styles and when to use them
- identify your personal leadership style, different conflict modes and influencing styles
- develop interventions to deal with extreme situations with challenging groups
- understand the impact that the change life cycle has on individual and group responses to change
- identify sources of resistance to change and strategies for dealing with those responses

Working with the reality

Participative exercises to:

- explore what really happens in practice during change
- practise facilitating and leading active reviews and receive feedback
- identify group dynamics and understand the behaviours associated with change, including extreme situations

Consolidating and planning how to apply in the workplace

Participants co-design this aspect of the programme based on the outcomes of the theory and practice sessions. The aim will be to ensure participants:

- consolidate their learning
- re-assess the readiness of your change programme in light of the learning
- apply the learning from the programme to develop a strategic change framework
- develop a practical application plan

Follow up Support

After delivering the Advanced Facilitation of Change programme we can provide continuing support that includes:

- ∂ observing you facilitating active review sessions and giving you feedback
- ∂ follow up training days to review implementation of your change programme
- ∂ one-to-one coaching to provide individually focused support

About Workplace Potential

Workplace Potential is a consultancy and training company that helps individuals, teams and organisations to:

- ∂ achieve their goals and objectives
- ∂ create a place to work where people are energised, resilient and innovative
- ∂ build capabilities and capacity within the organisation to manage and sustain change

Workplace Potential has a team of highly qualified and experienced organisational development and change management professionals with experience of the public and corporate sectors. Our team can offer clients a unique blend of expertise based on a sophisticated psychological understanding of behavioural change and keen business development acumen.

Our core values are that we help clients to build their capacity and capability within their organisations to manage and sustain continuous change.

How to contact us

If you would like to arrange a free, no obligation exploratory meeting to discuss this programme then please contact:

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