

Change and Transformation Excellence

Workshop Methodology: Interactive & Participatory Case Based Reasoning & Facilitation

Workshop Content Coverage – Outline of Topics [2 Days]

[Schedule: 9:15-10:45AM / 11-1PM / 1:45-3:15PM / 3:30-5:30PM]

Background:

Businesses, across the world, face change like never before. Driving forces to this comes from, Thanks to enormous change in the rapidly expanding marketplace and ever-increasing market / industry competition, customer diversity, and new technology availability for exploration.

Globalization and world-wide economy downturn influence changes and force companies to reinvent the way they do and exist in business.

Only one thing is very certain in this situation of turmoil: Change! It is no longer something that may happen once in a while; but it's encountered periodically; It's continuous and becomes the only thing that is constant! The traditional ways and means to deal with change that may have worked in the past just won't sell today. Enterprises must take advantage of change in order to achieve sustainable success, today, tomorrow and in the future! Change, whether planned or unexpected should not let us down!

Who Should Attend:

1. Corporate Communication Team, HR - Business / Delivery / Service Interaction Teams
2. Workforce, Talent Development and Learning Management Teams
3. People, Technical & Functional Managers
4. R&D, Knowledge Management & Innovation Teams
5. First Line, Middle & Senior Management: Project / Program / Partner Leads, Managers & Directors

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Learning Objectives:

Following are the key questions that you need answers and insights that you can expect from this '**Change-Transition-Transformation Excellence**' Workshop:

- By reinforcing need to adapting to Change, how can I enable a unified, motivated workforce?
- How can I develop new business offerings by kindling transformation in the mindset of my employees?
- How do I find the best framework and methodology for '*Leading Change*' that my employees will buy-in?
- What—exactly—should I look for in translating the vision for Change to Execution?
- How can I enable employees to improve their morale to motivate and make employees effective?
- How to develop an in-house process, procedure, ways and means toward influencing change and promoting right employee attitude for embracing transformation

Answers to all these key questions will help you refocus your strategy, drawing your entire workforce together towards offering the best out of embracing change.

*You'll see more exploration among your managers, leading to better coordination and team work to tackle your competition. You'll see productivity increase as workers come aboard with the new system, by quick and creative approaches and methodology to propose alternative offerings and products. Ultimately, you'll have less overhead as every employee recognizes their importance in *Leading Change, Managing Transition and Transforming the way we execute*. Not to emphasis here that these contributions are important to both the short and long term success of your organization!*

Methodology:

- Real-World Experience Simulation between Facilitator & Participants
- Participants will be led in a Directed Learning Mode, not Just with Facilitator' s one-sided Lectures
- Combination of Presentations and Examples from Facilitator and Interactive / Hands-On Participants' Exercises with Individual / Group Report-Outs
- Experiential workshop environment where participants will be educated to take risks and make adjustments based on their results from Role-Plays before approaching large real-time projects.

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Topic Outline & Coverage:

- **Planning for the Change - 2 Hours**
 - ❑ Organizational Culture and Change - Having Cheese Makes You Happy!
 - ❑ Achieving Support - The Cheese appears to be very important!
 - ❑ Barriers to Change - You want to still hold onto your cheese!
 - ❑ Resistance to Change - If you can't change, you can become extinct!
- **Communicating the Change - 3 Hours**
 - ❑ Communication Messages
 - ❑ Stakeholder Input - What would you do if you were not afraid of losing your cheese?
 - ❑ Communication Strategy - Smell the cheese to find out if it's too old!
 - ❑ Communication Frequency
- **Optimizing Change Results - 3 Hours**
 - ❑ Risks & Reward Systems - Move On To Find New & Fresh Cheese!
 - ❑ Maintaining Momentum - Move Beyond Your Fear & Feel Free!
 - ❑ Successful Practices - Imagine Enjoying New Cheese & Lead Towards It!
 - ❑ Change Leader - Quickly Let Go Old Cheese & Adventure Out For New Cheese!
- **Change & Transition Management Planning - 3 Hours**
 - ❑ 5 R's & 5 C's Model
 - Why It's Important? - Visualize New Cheese & Change Course!
 - Key Questions To Address - Old Beliefs Won't Lead You To New Cheese!
 - Ideas On How To Do It! - It's Safe To Search In The Maze Than To Remain Cheese less!
 - Suggested Steps For Action - Get On With Small Changes Fast & Get Prepared For Major Changes!
 - Change Management Index
 - Change Leader Roadmap
 - Leading Change & Transformation Management - Best Practices
- **Change Management Roles of Executive Sponsors - 3 Hours**
 - ❑ Planning Phase - Be Ready To Change!
 - ❑ Design Phase - Adapt To Change As It Happens!
 - Implementation Phase - Move With The Cheese & Enjoy!

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Other Details:

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- Facilitators Travel & Food have to be taken care of by the client
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