2-DAY SUCCESSFUL CHANGE MANAGEMENT IN TRANSFORMATIONS PROGRAMME

Programme Objectives

To enable People Managers to effectively Lead Change, through a structured and human-centered approach, focusing on Personal Consciousness and Team Mastery.

The following models are leveraged in this highly engaging and practical experience.

- aAdvantage Consulting's **Whole-Systems Change Approach**
- Barrett's **Culture Transformation Model**
- PROSCI's **ADKAR** Model
- Kotter's **8-Step Change Model**
- Patrick Lencioni's **5 Behaviours of Cohesive Teams**

Key Takeaways

- How your world-view / beliefs (of yourself, team and environment) influence the way you lead change

- How to address the human-side of change

- Promoters and inhibitors of change

- From Vulnerability-based trust to Results

MODULE 1:
"BEGIN FROM I, THEN TO WE"

- Today's reality and corporate aspirations
- Organisation transformation begins with leadership transformation
- Values Unite, Beliefs Divide
- Whole-systems change beginning with leadership team commitment

MODULE 2:
THE WAY WE WORK

- Measuring and managing culture
- Promoters and inhibitors to change
- Psychological safety in teams / organisations

MODULE 3:
LEADING THE HUMAN-SIDE OF CHANGE

- Using ADKAR to drive personal change
- Management by context
- Listening for perspectives
- Holding one another accountable

MODULE 4:
LEADING THE ORGANISATION-SIDE OF CHANGE

- Kotter's 8 Steps of Organisation Change
- The Change Network
- The Change Plan

DAY 1

TIME	TOPICS	LEARNING OUTCOME	METHODOLOGY
MODULE 1 – "BEGIN FROM I, THEN TO WE"			
0900	**Setting the Tone**	• Introduce the objectives of the session and align expectations among participants • Set an informal, participative and open learning environment	Course Opening / Group Activity
	Establishing Engagement Rules	• Craft norms with common ground rules to setup an **open culture** for learning and interaction amongst participants in workshop	Group Discussion
	Today's Reality and Corporate Aspiration	• Establish the **Case for Change** • What's expected of Leaders *"Past" and Present / Future"*	Facilitated Conversations
	Values & Beliefs – Lost @ Sea	• Same data, different decisions: **How values and beliefs shape our actions / decisions**	Experiential Activity
1045	Tea Break		
1100	**Whole Systems Change - beginning with Leadership Team Commitment**	• Share Actual Case Scenario(s) ○ Impact of dysfunctional culture ○ **Barrett Analytics: Measuring Culture** – promoters and inhibitors ○ Introduction to **Culture Entropy** ○ From Dysfunctional to **High Performing Culture** ○ Change that Actually Works: **Whole-systems change**	Case sharing Individual and Team Reflection and Sharing
1230	Lunch		
MODULE 2 - THE WAY WE WORK			
1330	**Values Unite, Beliefs Divide** **Measuring and Managing Change**	• Socialise how differences in beliefs can create negative outcomes • Leverage Barrett's **suite of culture transformation tools** for ○ Organisation / Team ○ Individual Leaders	Values, Beliefs and Behaviours Exercise Facilitator sharing Group Practice sessions Facilitated Discussion
1500	Break		
1530	**From Vulnerability-based trust to Results**	• Practise the 5 Behaviours of Cohesive Teams model to **align our beliefs and desired behaviours in change** • Trust begins with **connecting with one another** - How?	Video-learning, Teach-back and Team Sharing Experiential Activity
1700	**Check-out**	• Quick sharing on lessons learnt for the day	Group sharing
1730	End of Day 1		

DAY 2

TIME	TOPICS	LEARNING OUTCOME	METHODOLOGY
MODULE 3 - LEADING THE HUMAN-SIDE OF CHANGE			
0900	Change "Heart-ware": People Alignment "Awareness & Desire"	• Recap from Day 1 • Learn **ADKAR in leading Human-side** of Change • Skill Practice: **Connecting with People ("DiSC")**	Facilitated Discussion / Group Activity
1045	Tea Break		
1100	Change "Heart-ware": Human-side of Change (cont'd) "Knowledge, Ability & Reinforcement"	Skills Practice • **Holding one another accountable** for change, through the "**gift of feedback**" and **listening with empathy**	Facilitated Discussion / Group Activity
1230	Lunch		
MODULE 4 - LEADING THE ORGANISATION-SIDE OF CHANGE			
1330 – 1700	Change "Hardware": Organisation Alignment	• Iceberg is Melting: **Kotter's 8-step Model of Organisation Change** • The **Change Network / Ambassadors** • The **Change Plan** Q&A (Fire-side Chat) and Programme Check-out	Video Learning: Facilitated Discussion / Group Activity

About aAdvantage Consulting

Established in 2002, aAdvantage Consulting is a business consultancy firm that partners organisations in leading their business and organisational transformation from "Vision to Results". We help our clients turn strategies into business results through our People, Process and Performance solutions. We provide holistic and customised solutions to help our clients achieve lasting change. We believe that shared leadership, vision, clear standards, clear processes and roles, performance management and people development all come together to ensure sustainable change in organisations.

http://www.aadvantage-consulting.sg | 6853 2658 | enquiries@aadvantage-consulting.com |

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