



'There is nothing more certain and unchanging than uncertainty and change.'

John Fitzgerald Kennedy

'The Challenge'

We all know the old adage that the only constant is change. Does this mean that a true learning organization has to be in a constant state of turmoil?

Embracing change should not mean abandoning core values or precepts, but balancing a desire for continuity with a desire to be creative.

As part of a change management intervention this highly interactive ½ to 1 day accelerated learning tool will challenge and support your preconceptions of change

OBJECTIVES

- To address 'real time' change issues through interactive exchanges with delegates role-playing staff and managers.
- To examine your own and the organisations capacity to respond to the issues raised by the current change initiative.
- To gain a greater insight into which approaches work and which do not.
- To examine the attributes and competencies of the 'Change Maker role.

PROCESS

- A Highly interactive facilitated workshop incorporating roleplay and 'cross examination' in a 'Newsnight' style setting.
- Feedback and review around key findings and input around key change success criteria.
- Opportunity to hone individual presentation and communication skills

OUTCOMES

- Awareness raising of key 'pinch points' and crunch points which will arise in this change initiative
- Insight into ones own preferred style of communicating within the change process.
- Greater understanding of colleagues perceptions and reactions pertinent to the current change initiative.
- Insight into how your organization is perceived
- Greater consideration of the correlation of 'challenge' and 'support' within your organisation