

(WS15) LEADING ORGANISATIONAL CHANGE (Copyright GRASP Guru 2021)

SYNOPSIS

Discover what makes people tick – and what doesn't, when it comes to embracing organisational change. Learn how to put in place enduring structures that support and drive organisational change behaviour for more long-lasting effects.

DURATION

2 days

WORKSHOP FEE

\$2,500 per pax

s/n	Module	Est. Duration	Learning Objectives
DAY 1			
1	Preamble	30 min	NA
2	Set Current State	2 hr	<u>Values</u> <ul style="list-style-type: none"> • What are the members' common beliefs/life principles? • What to do if members' values differ? <u>Mission</u> <ul style="list-style-type: none"> • What is organisation's role and purpose? • Is it aligned with Values? <u>Desired Future</u> <ul style="list-style-type: none"> • Building shared future scenarios • Consider members' Performance-Experience-Learning (PEL) goals • Align with Values & Mission

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3	GROW (Part 1)	1 hr 30 min	<u>Goal</u> <ul style="list-style-type: none"> • What is a success loop? • Draw the success loop for the desired future • What are the deficient areas in success loop? Which do you focus on? <u>Reality</u> <ul style="list-style-type: none"> • Apply the AID posture: Advocacy, Inquiry, Deep listening
4	Diagnostic Tools	3 hr	<ul style="list-style-type: none"> • Identifying gaps in the entire system through causal loops • Empathy – a powerful tool for organisational change • Identifying gaps in the people through mental models and cognitive biases
DAY 2			
5	GROW (Part 2)	3 hr	<u>Options (Treatment Tools)</u> <ul style="list-style-type: none"> • Addressing systemic gaps (Iceberg planning model) • Shifting mindsets (Creative tension and other approaches) • Promoting learning and positive reinforcement (Feynman technique) • Organising members for optimal organisational change effect (Values competency matrix) <u>What's next</u> <ul style="list-style-type: none"> • Strategising to arrive at the future state (Path of least resistance, unintended consequences and other approaches)

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			<ul style="list-style-type: none">• Selecting tactics to facilitate members' journey (Behavioural insights and other approaches)
6	Sustaining change	3 hr	<u>The 5Ps</u> <ul style="list-style-type: none">• Principal – Leadership• Props – Structures and ecosystem• Process• Passion – The right people• Perfection – Aim for higher goals
7	Conclusion and Reflections	30 min	NA