

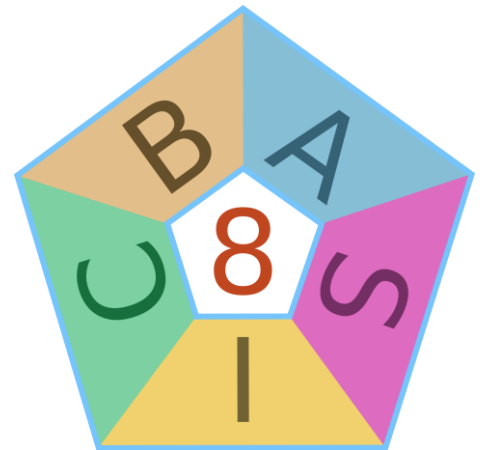
# Embracing Change - Boost Program



For leaders who want to take their people forward, adapting to new challenges and opportunities.

For organisations that want people to adapt to change in healthy and productive ways..

For professionals who want make the most of change and the opportunities it offers them.



## Overview

### Change is bigger than a project

In spite of the evidence, organisations repeatedly make the mistake of adding a change management component to their projects. This barely works out, if at all. Rather, organisations must manage change, which sometimes requires adding a project to the change program. This is the difference between marketing and training for your project or transforming your organisation through change to enable greater success.

### How much would you gain if people got on board?

People get on board with change at different stages of the transformation. Initial innovators or senior executives who see the need or opportunity are often on board first. After that, people across the organisation, customers and stakeholders also embark. Sadly, it is common that many people don't get on board. Some staff get dragged their heels, dampening progress and some investors and customers walk away, reducing the benefit change was meant to bring. The gains are eroded away.

### The BASIC 8

This program draws on research, evidence and practice to address change as it really happens. The BASIC 8 framework combines phases with levels of responsibility and action. This is augmented by the lenses, modules focusing on the dynamics of different contexts of change.

- ✓ The **BASIC** component maps out the predictable phases and the key issues to address for each.
- ✓ The **8** component focuses on who needs to do what at each stage of the change.
- ✓ The **lenses** provide modules that help identify and focus on the unique issues with different types of change.

### Integrated Program Elements

The program combines layers to integrate the different avenues of learning available in organisations.

- ✓ **Seminars** help leaders and teams to identify the key issues and frameworks, based on research, evidence and practice.
- ✓ **Coaching** sessions help individual leaders or change leadership teams to manage the change processes they are dealing with.
- ✓ **On-the-job** links to change processes help participants to apply the evidence and frameworks to real situations..
- ✓ **Progress measures** help ensure key change actions are addressed.

## Outcomes

- Build clear directions, purpose and narratives for change processes
- Align leaders and people around clear priorities, goals and tasks.
- Work with people at key times to get them on board with change.
- Predict, track and manage key actions and responsibilities.
- Customise change processes to suit your time frames and culture.

### BASIC DETAILS

#### PRICE

(Components are priced separately)  
*Seminars* - per group  
*Coaching* - per person/small group  
*Progress measures* - per round  
*On-line resources* - The Learning Centre access is complimentary with the above

#### DURATION

**SEMINARS**  
4 part day seminars over 1-2 months  
**COACHING**  
Concurrent with or following seminars

*This program can be delivered as a support strategy for active change projects*

#### GROUP SIZE

10 – 20

#### FURTHER INFORMATION

Contact us via  
[www.grevilleaconsultants.com.au](http://www.grevilleaconsultants.com.au)  
or call: 0421 080 311



**Grevillea Consultants**

*Bringing you over two decades of leadership and development experience*

“Programs based primarily on the change drivers, ignoring the forces of resistance, are as prone to failure as those dealing primarily with the forces of resistance, ignoring the change drivers. What is needed is the choice of a change path based on a diagnosis of both the forces of change and resistance.”

Paul Strebel

## PROGRAM ELEMENTS



**Seminars**- structured conversations, research and practitioner evidence, practical frameworks and tools.

**Coaching** - confidential exploration, project support, action planning, support services..

**On-the-job learning** - peer learning partnerships, action-learning processes, change process support.

**Progress measures** - periodic measures, status reports.

### Seminar Themes

#### Seminar 1 (part day)

Strategy, Leadership, Innovation and Disruption

- Recognising the drivers of change
- Choosing a change strategy to match your reality
- The key functions of leaders
- Anticipating disruption
- Navigating innovation in the face of change
- Crafting the story of change for buy-in

#### Seminar 2 (part day)

The Predictable Dynamics of Change - The BASIC 8

- Recognising the phases of change
- The project is a part of change, not the other way around
- Mobilising the different levels of action
- Coordinating the change process
- Selecting key focus areas for each change
- Coordinating risk, strategy, leadership, actions and communication

#### Seminar 3 (part day)

People and Communication at the Heart of Change

- Communication principles for increasing certainty
- Ways people react, engage or disengage
- Engaging people in ways that match their state
- Formal and informal communication
- The crucial role of supervisors
- Consultation, reference groups and collaboration
- Embracing resistance to change as your friend

#### Seminar 4 (part day) Modules - Layers, Resizing, Culture

Modules - Layers, Resizing, Culture

- Recognising the locations and layers of change
- The challenges of resizing
- The dynamics of training during change
- The subtleties of changing culture

## ABOUT BOOST PROGRAMS

Boost programs integrate different avenues of learning and development:

- ✓ *group seminars*
- ✓ *personal reflection*
- ✓ *on-the-job learning.*

This balance provides your organisation with effective solutions to your in-house developmental needs.

The programs provide frameworks, research and data applied to real organisational challenges. These give your leaders and teams practical options for working together to build wellbeing and productivity in your organisation.

The programs adapt their priorities and content to support the senior leadership priorities of your organisation. This adaptability, combined with the practical focus on effective action, increases their value to your organisation as a structured but responsive boost to your performance.

## PROGRAM DELIVERY

Programs are delivered at your premises or a suitable venue of your choice.

Programs are adjusted as needed. The experiential content is designed so learning focuses on current business challenges and priorities.

Regional programs can be provided for groups distributed across rural and remote regions. A condensed program which combines face to face and on-line delivery can be designed to reduce travel costs between local centres.