

## 10. CHANGE LEADERSHIP – NAVIGATING A PATH TO ORGANIZATIONAL TRANSFORMATION

### LEARNING OBJECTIVES:

At the end of this three-day Learning Intervention, the participants will be able to:

- Explain why change happens, how it happens, and what needs to be done, in order to make change a more welcoming concept;
- Describe, in detail, the three dimensions of change leadership: outcomes, interests, and emotions;
- Build a more optimal change methodology than your competitors, in order to maintain a key strategic advantage; and,
- Select and construct an eclectic approach to change, and then maintain it.

### LEARNING OUTLINE:

- Learning the Process of Change.
- The Change Challenge.
- Helping Teams and Organizations Change.
- Leading Change and Becoming a Change Architect.
- Developing a Change Roadmap.
- Achieving Breakthrough Results from Change.
- The “Drivers” of Change.
- Building Organizational Change Capability.
- A Framework for Developing “Changing” Leadership Capability.
- Current Change Methodologies.
- Change and the Future.

### LEARNING OUTCOMES:

1. Building a close relationship with one’s colleagues – yet keeping a suitable distance.
2. A capability to lead, yet hold oneself in the background.
3. To trust others, yet keep an eye on what is happening.
4. To become tolerant, yet monitor how things function.
5. To plan one’s own time, yet be flexible with one’s schedule.
6. To freely express one’s view, yet be diplomatic.
7. To become a visionary, yet keep one’s feet on the ground.
8. To try to win consensus, yet be able to cut through.
9. To become dynamic, yet reflective at the same time.
10. To become sure of oneself, yet to remain humble.