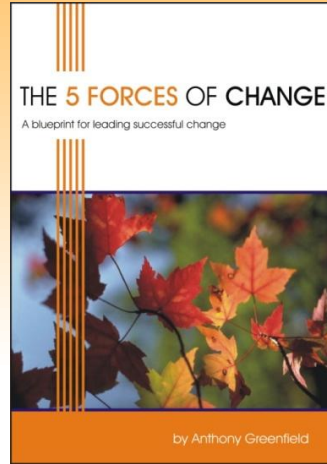


The 5 Forces of Change

Achieve Successful Change, Naturally.



Introducing the team...



Anthony Greenfield



Simon Payne



Howard Bentley

Leaders engaging people
positively with change

People adapting to change

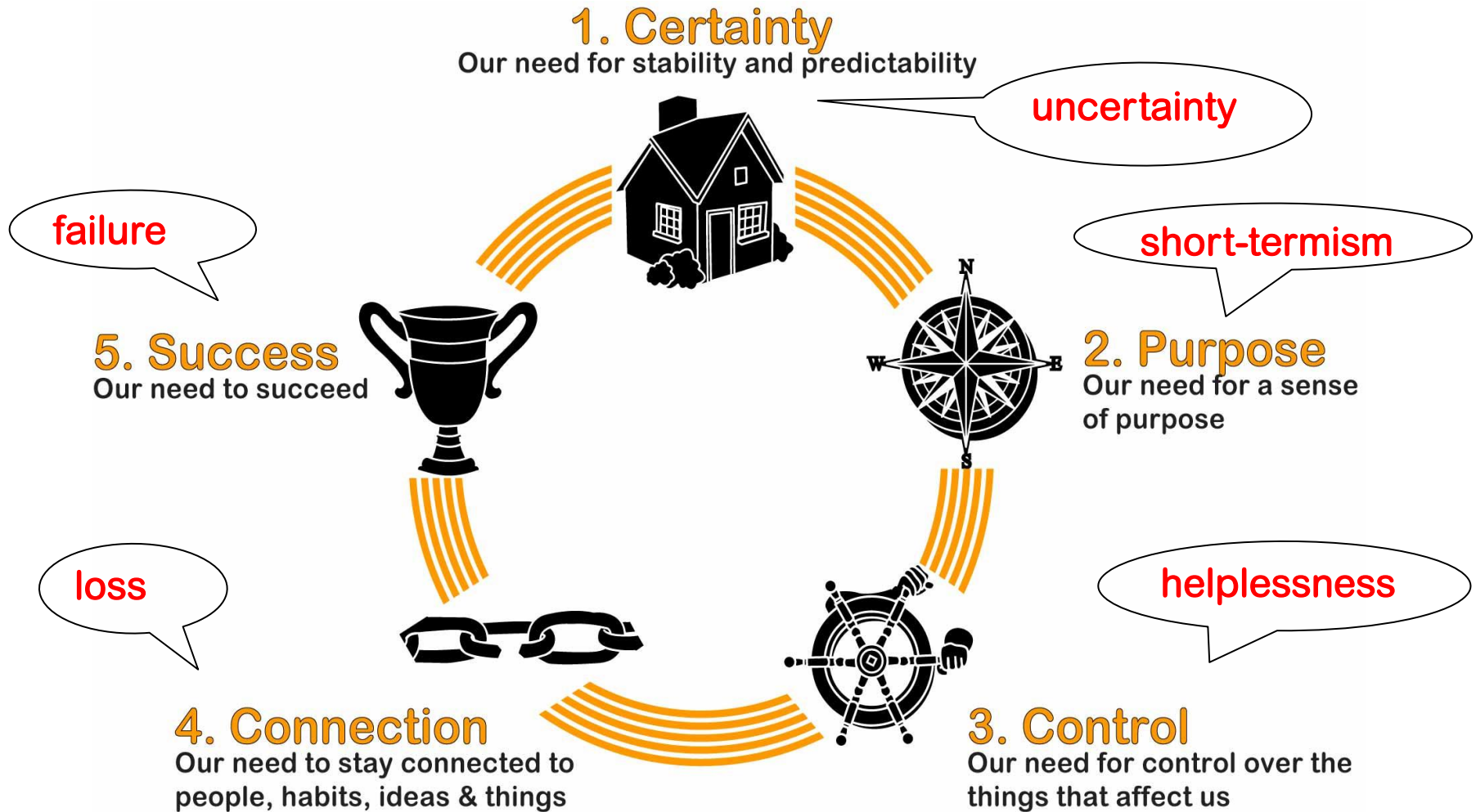
Agile organisations achieving
the benefits of change



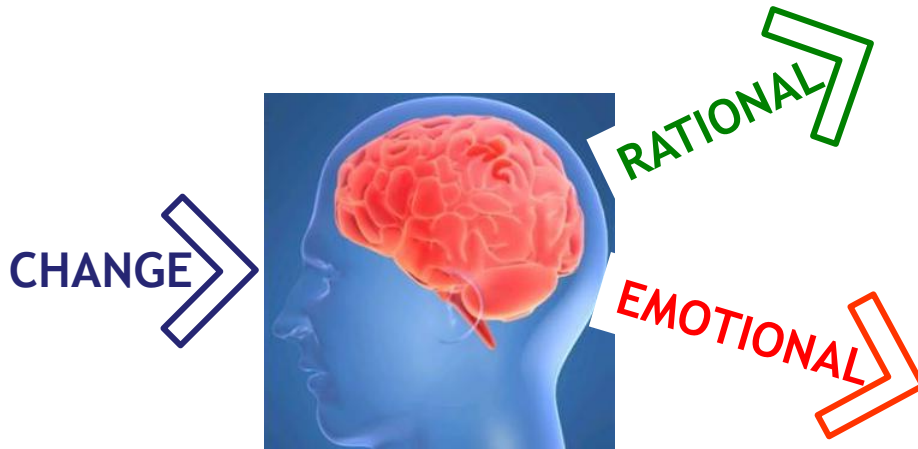
How does change affect motivation at work?



The 5 Forces of Change



Change and Human Nature



The new office has much better facilities. Let's move.

Head office have made recommendation to improve performance that will save time and money. Let's do them.

The old office had character and we're used to it. Why not stay put?

What does head office know about how we operate on the ground? Do they think we are a bunch of time-wasters?

What is Leading Change?

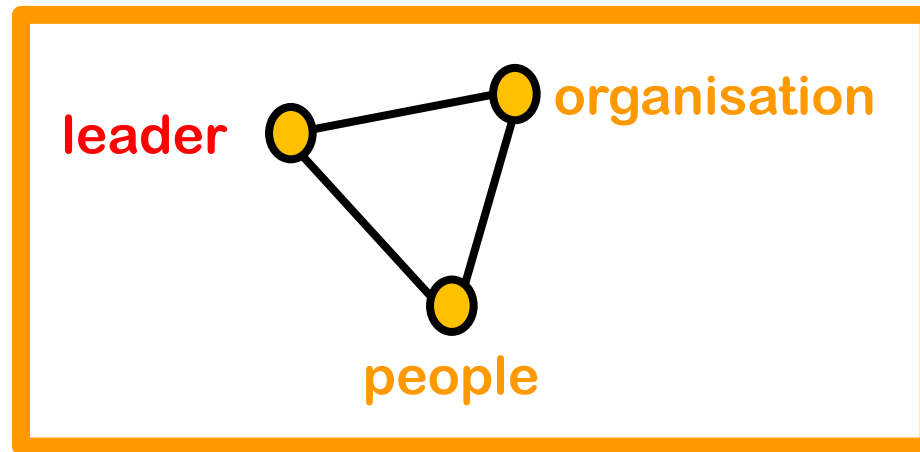


It's no surprise when people avoid or oppose change.

But what if leaders could turn the situation on its head by working with the grain of human nature rather than against it?



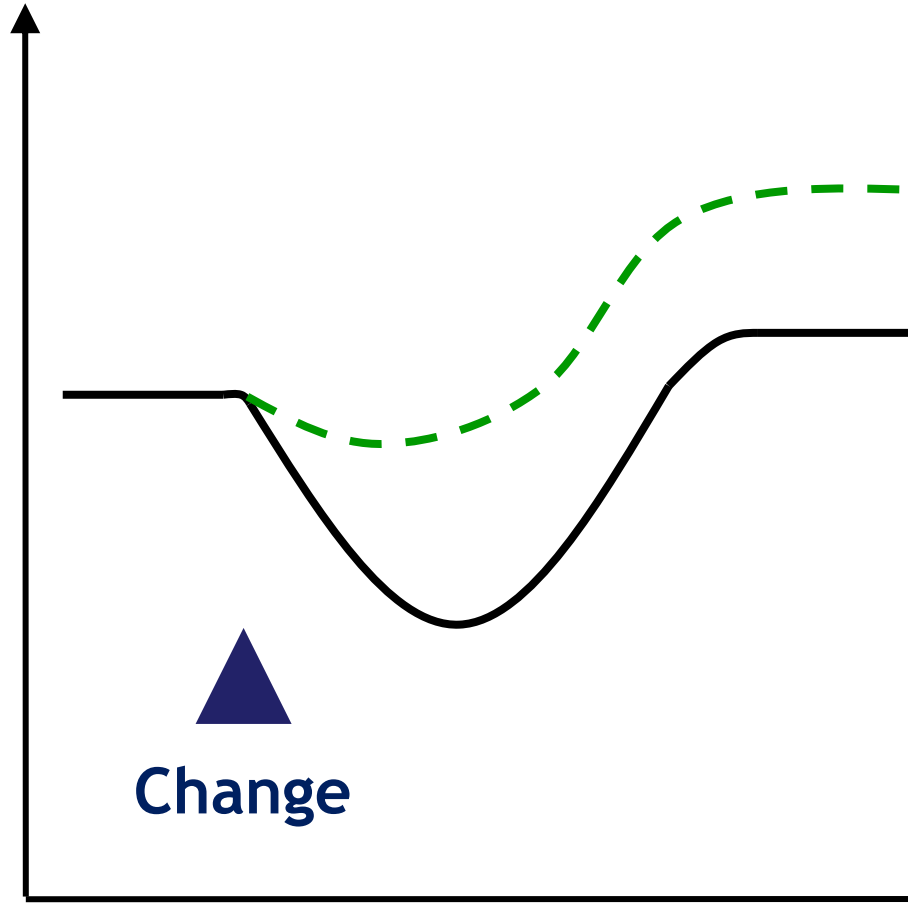
If people don't change there is no change



The **role of a leader** is to create an environment in which people are willing and able to change

The Leadership Challenge

Performance



Minimise disruption
Maximise ROI

Change

Time

What is Leading Change?

How does it work?

- Understand why change fails and, more importantly, what you can do to ensure that people remain adaptable during change.

What are the benefits?

- Straightforward practical framework
- Tools and techniques that help to deliver a substantial ROI in change.
- Learn the leadership principles and behaviours required to get people working with you to accelerate change and make it stick.

What happens?

- Short bursts of theory and case examples delivered via DVD
- Engaging activities and business simulations
- Practice using tools and techniques
- Capturing of personal action plans for improving leadership of change

- Participants can then go on to run 'Embracing Change' with their teams to achieve the double benefit of effective leaders working with receptive people.

Who should attend?

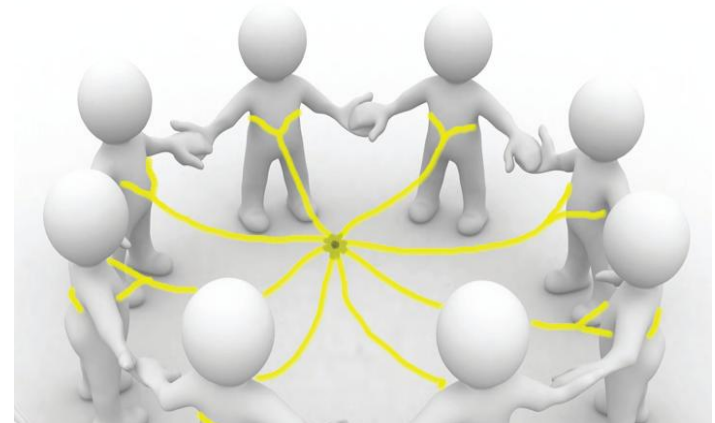
Any manager / leader tasked with initiating or implementing change.

What is Embracing Change?



The prospect of change can be daunting.
...but what if people going through change could take control of their reactions and adapt faster?

What would this be worth to your organisation?



How does it work?

- Enables people to become more adaptable by taking control of change
- Helps them avoid knee-jerk reactions and make rational choices
- It equips them with simple techniques for working positively with change, and insight into how this will benefit them as well as their organisation.

What are the benefits?

- Following The 5 Forces of Change framework, people learn how to
 - Enhance feelings of certainty
 - Stay focused on long term objectives
 - Feel more in control
 - Break emotional attachments
 - Reduce their concerns about failure
- The result
 - Less frustration with change
 - A greater drive to make it happen, leading to a greater ROI in new initiatives
- Cost – The workshop is largely self driven, a manager can easily run it for their team, helping them to pull together to deliver change.

What happens?

- A self-driven ½ day workshop (no external facilitator required) - putting you in control
- Short bursts of theory and case examples delivered via DVD
- Engaging activities and business simulations
- Practice using tools and techniques
- Creation of personal action plans for working better with change

Why is it cost effective?

- This workshop is designed to largely run itself.
- We provide you with all you need to make it happen.
- A manager can easily run it for their own team.

Who should attend?

People affected by change.

Client Case Study

“The Embracing Change self-driven workshop worked extremely well. People really appreciated learning how to respond positively to change.

They also had fun with the activities and felt the pace and variety of learning formats kept up the level of interest.

We will be using it throughout Northern Trust.”

Lin Harrington,
Vice President, Learning & Development

Has now been run by
NT managers in;

Chicago
Bangalore
Guernsey
London

Average score has
been 4/5 - Excellent



Northern Trust

Accreditation – Key Points

**Purpose: To enable consultants or clients to deliver
'The 5 Forces of Change' Workshops**

- **Accreditation process for Embracing Change**
 - Self-study of materials
 - Q&A with member of our team
 - Deliver the workshop to a client with observation and feedback

- **Accreditation process for Leading Change**
 - Self-study of materials or attend workshop as a participant followed by self-study
 - Walk through materials with a member of our team
 - Practice delivery of materials with observation and feedback
 - Deliver / co-deliver the workshop to a client with observation and feedback



We reserve the right refuse accreditation where standards are not met.

Options for your Clients

- 1. External delivery: Run the workshops for your clients for a fee**
- 2. In-house delivery by your client. Accredite their people and charge a license fees for every workshop they run for themselves**
- 3. As above except client pays annual license fee to run the workshops as many times as they like**

