

Leader's: *Change Management Training Sessions*

Programme 1.

- **Solution Focused Change**

"To be built to last, you have to be built to change."

- Jim Collins, Author of *Built to Last*



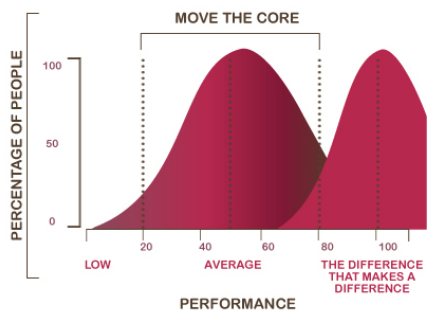
Managers are content to manage change when it involves technology or processes. However changing people's thinking and behaviours to embrace the new reality is something completely different!

Programme 2.

- **Inspire Solutions**

"Problem talk creates problems; solution talk creates solutions"

- Steve de Shazer, Author of *Words Were Originally Magic*



The solution focus enables you to build your organisation around what is working and success stories. Exploring what is the difference that makes a difference which takes place in the pockets of excellence and most importantly it shows you how to move the core (most people) to join them.

Programme 3.

- **Clarify Change**



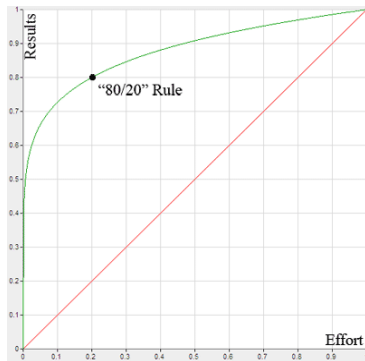
People are not resistant to change however they do not react well to forced change. Clarifying change allows people to feel meaningful involved.

Programme 5.

“The Enemy of the Great is the Good”

- Voltaire

- **Narrow the Focus: Part 1 *Managing Performance***



Learn a new mind-set for driving performance in times of change as well as a skill-set & tool-set to identify critical goals & lead measures. Develop feedback skills & create win-win performance agreements.

Programme 5.

- **Narrow the Focus: Part 2: *Rhythm of Accountability***



Implementation of a behavioural infrastructure of support with a focus on all that is controllable and predictable during times of change.

Programme 6.

- **Unleash Talent**

“Leadership is communicating to people their worth and potential so clearly that they come to see it in themselves.”

— Stephen R. Covey, Author of *The 7 Habits of Highly Effective People*



Useful Conversations: The solution focus shines a talent spotlight enabling people managers to unleash team members to make the best of their job the most of their job. People like to participate but they love to win.