

Leading Bold Change!



ChangeAbility has the exclusive rights to facilitate and deliver **Professor John Kotter's LEADING BOLD CHANGE** interventions in South Africa.

In John Kotter's latest book, *A Sense of Urgency* (2008), he estimates that today more than 70 percent of needed change either fails to be launched, even though some people clearly see the need, fails to be completed, even though some people exhaust themselves trying, or finishes over budget, late, and with initial aspirations unmet. Research has also shown that in most cases the cause of this failure is not due to technical execution but because of a lack of attention to the leadership behaviours required to effectively deploy and sustain change.

The "Leading Bold Change" programme enables participants to lead change successfully using the 8-step change model developed by world renowned change expert John Kotter. In particular it focuses on the leadership challenge of change and how leaders can win the hearts and minds of those who will be the targets of change.

Who should attend & Duration

Leaders at all levels (1- 1½ days)
Frontline change leaders (½ – 1 day)
Executives (½ day)
Team leaders (2 days)

CORE PROGRAMME: LEADING BOLD CHANGE – LEADER EXPERIENCE (1 -1 ½DAYS)

Nature of course

Leading Bold Change is an interactive workshop experience that teaches leaders at all levels to drive change through the practical application of Prof John Kotter's **proven principles** for effective change. The experience connects the hearts of those who must embrace and lead change today with the mindset necessary to ensure future success.

Based on Kotter's bestselling book *Our Iceberg is Melting*, the programme offers a unique and engaging experience for delegates backed up with robust methodology, high quality materials and extensive pre-and post programme support. The workshop uses a combination of facilitated discussions, role plays and practical tasks that fully embed the concepts in a dynamic and engaging way. Delegates receive and use an excellent quality participant pack that includes a workbook and other support resources.

The programme is the only training programme endorsed by Kotter himself and is the result of over two years of product development with his direct involvement.

Objectives

Key objectives:

- Learn Prof John Kotter's 8 step change model.
- Apply the 8 step process to your organisation.
- Empower you to become a leader of change.
- Arrive at an action plan to implement change in your organisation.

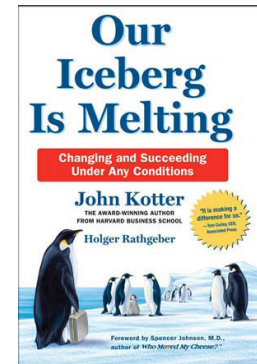
Detailed outcomes:

- Thorough understanding of the characteristics of leading successful change efforts.
- Insight into the necessity to have leaders at all levels who identify things that need to change (get done) and take action.
- Understand the forces that affect successful change: both positively and negatively.
- Assess the current state of the organisation's own efforts to deal effectively with and embrace change.
- Identify (at least) one thing that needs to be changed that is within the influence of each individual and team.
- Create a visual map of the current state of your organisation within the context of changes that affect it.
- Complete a gap assessment to identify where change readiness gaps are, where to place emphasis, to effectively lead and implement change.
- Work individually, or in teams, to complete an action plan that guides decision making, provides a record of intentions and structures your actions back on the job.

Course content

Pre-work:

- Read the book *Our Iceberg is Melting* by John Kotter and Holger Rathgeber, which you will receive prior to the workshop. The book is short and should only take 1 – 2 hours to read for those with English as a second language.
- Complete an online assignment that provides a fun, engaging way to learn the Kotter change process and begin to apply the learnings from *Our Iceberg is Melting*. Again, this should only take 1 – 2 hours to complete.



Workshop:

The workshop is based on Kotter's 8 step change model and develops skills associated with the stages of the process as follows:

Set the stage

1. *Create a Sense of Urgency.*
Help others see the need for change and the importance of acting immediately. Find creative ways to influence and inspire others to

act.

2. *Pull Together the Guiding Team.*

Make sure there is a powerful group guiding the change with leadership skills, bias for action, credibility, communications ability, authority and analytical skills. Ensure this team is diverse and inclusive and built around a cross functional coalition.

Decide what to do

3. *Develop the Change Vision and Strategy*

Clarify how the future will be different from the past, and how you can make that future a reality.

Make it happen

4. *Communicate for Understanding and Buy-in.*

Make sure as many others as possible understand and accept the vision and the strategy. Motivate and coach employees to understand how they can support the change process.

5. *Empower Others to Act.*

Remove as many barriers as possible so that those who want to make the vision a reality can do so. Build the talent and capability of those who will enact the change.

6. *Produce Short-Term Wins.*

Create some visible, unambiguous successes as soon as possible.

7. *Don't Let Up.*

Press harder and faster after the first successes. Be relentless with instituting change after change until the vision becomes a reality. Understand the importance of leadership behaviours and action in supporting and sustaining change.

Make it stick

8. *Create a New Culture.*

Hold on to the new ways of behaving, and make sure they succeed until they become a part of the very culture of the group. Track progress and measure the degree to which the change has been implemented.

Post -workshop:

It is critical that delegates follow up and build upon what they have learnt during the workshop. Delegates will get access to a unique online action planning and scorecarding tool. Based on the 8-step process, this tool will enable delegates to set actions and track progress of their own change projects therefore collaborating effectively face to face or remotely.

Facilitator

ChangeAbility trainers in association with iSB WORLDWIDE. iSB is a training solutions company for leaders and their organisations.

Contact us

Email: enquiries@changeability.co.za

Phone: +27 (0) 11 447 7077

Fax: +27 (0) 86 670 893

