

3.0 DRIVING CHANGE READINESS WORKSHOP (Organization Development)

OBJECTIVES

- a. Learn the values and principles anchoring the field of Organization Development and contrast with current-day business pressures and trends.
- b. Gain a step-by-step Definition of Organization Development and Socio/Technical Systems
- c. Define “change.”
- d. Describe at least 3 reasons why change projects fail to consistently deliver a return-on-investment.
- e. Recognize and apply the 10 steps to developing readiness and accelerating change.
- f. Conduct a stakeholder analysis.
- g. Assess the type, depth and impact of change.
- h. Apply OD and business frameworks, models and lenses to real change efforts.
- h. Write a change strategy.
- i. Describe the significance of strong sponsorship in change efforts.
- j. Critically review the shortcomings and strengths of the current approach to change in your organization.
- k. Develop an integrated change plan using a real business issue.

DELIVERY OPTIONS

** No less than three days to learn the skills and methodology. Requires the use of real change initiatives to work on. Initiatives can be strategic or operational change. Executive primers and one-day workshops available to executives and managers.*

This workshop:

- Involves pre-work assignments, in-between assignments and action plans.
- Requires delegates to bring in a real change project they are currently working on...
- Has proven highly beneficial for entire project teams to attend together including Sponsor, project managers and HR. The benefits of addressing project issues together, gaining a common understanding and frameworks, completing common plans will propel projects forward and increase their chances of proving successful.
- Can be combined with Consulting Workshop or the Organisation Design Workshop mentioned previously.