

Strategic Change Catalyst - For Senior Managers

Understand the strategic thinking and interventions required to drive strategic change processes to create a high performance organisation

OVERVIEW

Why you need this

The world around us is changing at unprecedented speeds, causing uncertainty, turbulence and an ever increasing need to adapt and respond to change in order to survive. The sad reality is that the majority of change initiatives fail to derive the business value and benefits assigned to the project in the planning phase.

McLagan found that 65% of major organisational change initiatives fail, 67% of TQM programs die after 2 years, 30% of IT projects are cancelled and 67% of change managers are not competent. An IBM study identified that the biggest barriers to success were people factors including changing mind-sets and attitudes (58%), corporate culture (49%), lack of senior management support (32%) and underestimation of complexity (35%)

Executives are regularly tasked with rolling out large scale strategic change including culture transformation, enterprise wide system change, restructuring, merging and acquisitions, new talent strategies and globalisation, etc. The Conference Board say that CEO's rate speed, flexibility and adaptability to change as one of their top two business challenges. Executives and senior managers need to think about change differently, increase their capacity for strategic and systemic thinking, and understand what it takes to drive strategic change for real business value

TARGET AUDIENCE

Who needs to attend

This workshop is relevant to senior managers and executives and those in strategic influencing roles. The workshop examples are adjusted to different levels of leaders and we suggest that participants of a similar level attend together.



OUTCOMES

What you will get

The workshop is designed for delegates how to optimize potential, talent and performance through engaging, enabling and empowering others to succeed.

- **High Performance Organisation** - Review the strategic context and what it takes to build a GREAT organisation
- **Strategic thinking and alignment** - Expand strategic thinking capability and tools and understand the leaders role in strategic alignment at all levels
- **Structure and roles** - Understand the impact of structure and role clarity on performance and how to identify misalignment
- **Talent management** - Review the building blocks of talent management and the leader's role in finding, growing and keeping talent
- **Transformational leadership** - Gain insight into transformational leadership characteristics and competencies required to create a purposeful, empowered and sustainable organisation
- **Change management** - Understand the processes and tools to accelerate change and the leader's role in building capacity and resilience for on-going change.
- **Culture transformation** - Understand the components and impact of culture and the leader's role in driving culture change

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent





OUTLINE

What you will learn

Module 01 & 02 Strategic context, thinking & alignment	Module 03 & 04 Structural alignment & talent management	Module 05 & 06 Transformational leadership approach to change	Module 07 & 08 Culture transformation
<p>High Performance Organisations</p> <ul style="list-style-type: none"> • Changing world of work • High performance framework & assessment <p>Strategic alignment</p> <ul style="list-style-type: none"> • Framework • Strategic thinking activities & tools • Strategic planning examples & tools • Strategic implementation examples & tools • Facilitating strategic alignment sessions • Making time for strategic alignment activities 	<p>Structure and role alignment</p> <ul style="list-style-type: none"> • Framework • Working in matrix, virtual and value stream structures • Understanding levels of work • Identifying and resolving level and role conflict • Managing multiple roles and power dynamics <p>Talent Management</p> <ul style="list-style-type: none"> • The strategic imperative • Framework and assessment • Leader's role in identifying, planning for, finding, growing & keeping talent . • Challenging talent paradigms 	<p>Transformational Leadership</p> <ul style="list-style-type: none"> • Framework & characteristics • Leadership style, strengths, de-railers and opportunities • Building an aligned and cohesive leadership team • Planning and facilitating a team alignment session • Strategic imperative for change management • Change management framework <p>Tools for:</p> <ul style="list-style-type: none"> • Impact & imperative • Stakeholder management • Building change capacity • Engagement & overcoming resistance • Sustaining the change 	<p>Culture Transformation</p> <ul style="list-style-type: none"> • Framework & assessment • Leader's role and impact on culture • Defining what needs to change • How to instil high performance values and behaviours • Case studies of Culture transformation • Coaching tools for changing behaviour

APPROACH

How you will learn

Our workshops are customised to suit the specific needs of our clients. Our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

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