



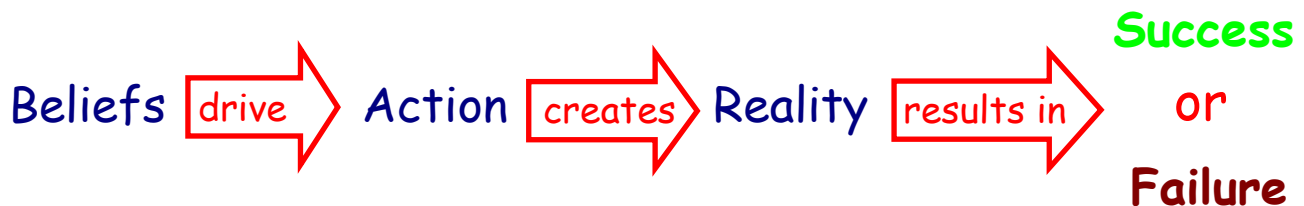
"Our only security is our ability to change."
John Lilly

Change: Opportunity or Obstacle?

Change is a constant feature in most organizations today. It is the vehicle for improvements as organizations reshape their missions and methods. However, the people who must lead and implement the changes are often running hard just to catch up with the changes as they occur. Personal and organizational performance are both reduced when change becomes an obstacle in itself.

Change in organizations is the result of human activity. Change is initiated and sustained by people. People can make change an opportunity for improved personal and organizational performance.

This workshop gives participants an approach they can use personally and as a work group to deal with change constructively. We start by examining, understanding, and learning to "trade-up" our beliefs about change. We believe it works like this:



Most training focuses on changing, improving, or modifying our actions. But training is only effective if we continue to carry out the new actions we have learned. Unfortunately, newly learned actions often diminish with time. We end up resorting to constant reinforcement, incentives, and retraining to obtain the benefits we wanted from the original training.

What would happen if we change beliefs?

At a minimum, participants will better understand their own beliefs, the shared beliefs of others in the organization, and how beliefs drive all action.

Our belief is that participants will realize permanent changes in actions as limiting beliefs are recognized and exchanged for ones that will better serve them and their organization.

Change for Organizations/ Managers and Supervisors

The Change for Organizations/ Managers and Supervisors workshop is designed for people who want to learn how to effectively and efficiently direct and implement change. The workshop offers a thorough exploration of the factors that propel change within an organization. This workshop teaches a single, unifying process of change, demonstrates how that process accounts for daily organizational behavior, and provides a model for producing desired change.

There are four major objectives for all participants in this workshop.

1. Determine that constructive beliefs about change provide a range of benefits and options for the organization.
2. Identify existing organizational resources that have a potential to provide effective change.
3. Develop an action plan for the continued alignment of organizational beliefs to foster behavior that leads to excellence.
4. Recognize the importance of leadership and team-building skills in creating effective change.

Change for Organizations utilizes short presentations, structured discussion and case studies. The workshop covers the following topics:

- ❖ Benefits of belief based learning as a change mechanism
- ❖ Constructive versus limiting beliefs and their effects on change
- ❖ Beliefs and perceptions in the development of change options
- ❖ Sources of beliefs
- ❖ How to find beliefs
- ❖ Beliefs and productivity in the change process
- ❖ Effects of limiting beliefs on existing conditions and future changes
- ❖ Durable change
- ❖ Adopting new beliefs to create change
- ❖ Step by step change process for groups
- ❖ The leveraged effect of the beliefs of leaders
- ❖ Recognition of opportunities for constructive change
- ❖ Utilization of existing organizational resources in producing effective change
- ❖ The role of teamwork in effective change
- ❖ The effect of individual beliefs on the change process
- ❖ Translating and aligning organizational beliefs to foster behavior producing excellence
- ❖ Case studies