

CHANGE. OPPORTUNITY. PROGRESS.

LEADING FOR CHANGE



A PRODUCTIVITY & PROFITABILITY ENHANCEMENT INITIATIVE

by

INFLUENCE SOLUTIONS

YOUR **F.I.R.S.T.** LEARNING & DEVELOPMENT PARTNER

***F**uture-Ready ***I**nnovative ***R**elevant ***S**trategic ***T**rusted

AGENDA

OPPORTUNITY OF CHANGE

The **Opportunity of Change** is a holistic combination of proven methodologies, frameworks, experiential learning and hands-on application. This mix keeps personal interest, engagement and energy high. Each activity culminates in a debrief so that participants can link their learnings to their specific situations.

The sequence of each module is intentional. Each activity builds on the one before to create an experience that is memorable, insightful and personally empowering.

MODULE 1: LAYING THE FOUNDATION FOR CHANGE

- **Welcome and setting expectations** – Help participants appreciate the vast experience in the room, and how leveraging it can enhance team performance.
- **Confidence Calibration** – Calibration of one's confidence in handling change
- **The Impossible to Possible Team Challenge** - Each team is asked to achieve a seemingly impossible challenge. The winning solution is used to facilitate realisation about our default approach to change.

MODULE 2: CAPITALISING ON THE OPPORTUNITY

- **The Biggest Change** – Reflecting on one's experience of handling (professional and personal) change helps participants understand how they view change; as a problem or an opportunity. If seen as an opportunity, our response can leverage it for personal growth and success.
- **Six Circles of Success** - This powerful tool helps participants understand their inner resources and helps them realise the strengths that they may have lost sight of, and harness these to overcome the change or challenge they are currently facing.
- **The Quick Change Activity** - A series of paired activities help participants to understand their response to change and how this impacts the way they support change in the organization. For example, participants:
 - Learn what they can do to emphasize the benefits of specific changes.
 - Understand how they react to changes that happens too often and too fast. This enables them to calibrate changes in the workplace.
 - Realise how we tend to revert to the status quo unless continually supported by their leaders / teams.

IMPRESSIVE.

**Exactly what I wanted. Simple, but striking. Efficient and lively.
It made people think about change and how they personally cope with it.
It gave me a good view of people's expectations,
so that I can support the change properly.**

Gilles Gelle,
COO, Capital Markets Asia Pacific



BNP PARIBAS

AGENDA (Cont'd)

MODULE 3: ADVANCING THE BUSINESS CASE FOR CHANGE

- **Tapping into the Personal Change Management Expert within** – Realising that we all are change-management experts already, and how we can easily leverage this to become change makers at work too.
- **The 4-Ps of Organisational Change and Transition** - Getting people on board with a simple framework for managing change and transitioning smoothly
- **Application of Change Management Methodology** – Building upon ADKAR. Using a visual model to help participants understand where they stand in the change management process. Participants learn to eliminate obstacles and maximize the value of change.
- **The Business Case for Change** - Help participants realise the business rationale for current and anticipated changes and the perils of not changing. They learn how to evolve a powerful communication plan for their teams.

MODULE 4: THE ROAD AHEAD - LEADING CHANGE

- **The Language of Change** - Paired activity to explore how a conversation can foster a mindset that empowers change instead of one that obstructs it.
- **The Change Fable** – Story of how leaders can lead and support change with less effort; such that their teams embrace change, instead of resisting or obstructing it.
- **Re-calibrating Confidence** - Participants re-calibrate their confidence in handling change.
- **The Road Ahead, Next Steps** – Participants take away a simple and personalised action plan to lead / support and champion change effectively.

CUSTOMISE THE FORMAT TO SUIT YOUR NEEDS

1. Ideally a **one-day workshop**, it can be a **half-day workshop** when time is at a premium.
2. This is a very powerful **keynote** for teams suffering from change fatigue, or those undergoing a major change.
3. In case of both (keynote or workshop) relevant parts of the modules are enhanced, extracted and customised, keeping in view the specific needs of the learning group / participants.

Can't think of too many other training programs that have given me a more effective set of tools.

Partha Dutta
Senior Vice President, Data Science, Digital & Technology



OUR FRAMEWORK HELPS PEOPLE & ORGANISATIONS TO ACHIEVE VISIBLE RESULTS



SUSTAINING THE TRANSFORMATION

Many training solutions fizzle out after the training session. We achieve sustained transformation ensuring practical action plans are evolved, and continual support & reinforcement, inspiring people to stay focused on achieving personal and professional goals.



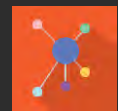
INSPIRE ACTION, GET BUY-IN

We help people to see the value of the solution for themselves. Once they are invested in the process, they are motivated to take action.



ALIGN PERSONAL AND ORGANISATIONAL GOALS

We support you in achieving organisational goals, by aligning them with personal goals of your people. When people see that the experience benefits them personally and professionally, they come fully on board.



HIGHLY EXPERIENTIAL AND IMPACTFUL

Our solutions are highly experiential, with a 30-70 knowledge-application ratio.

Benefiting from a blend of training and coaching, each participant gains:

- CLARITY – In understanding and applying the key concepts
- CONFIDENCE – In implementing these concepts and ideas
- COMMITMENT TO ACT – Each participant leaves with a clear, personally chosen action plan which motivates them to act upon and start achieving results.

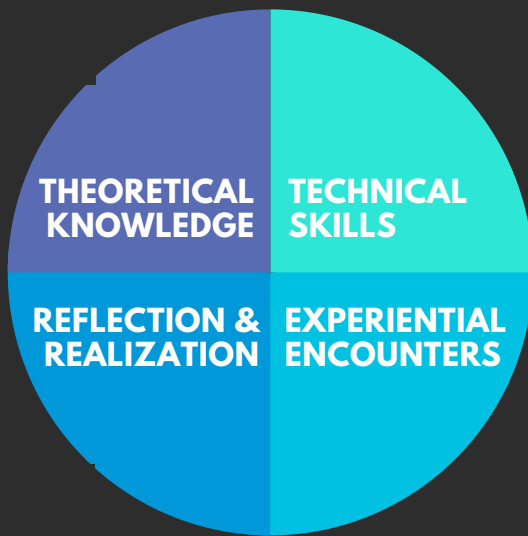
JOIN ESTEEMED ORGANISATIONS WHO HAVE BENEFITED FROM OUR SOLUTIONS



POWERING REAL TEAMS TO REAL PERFORMANCE

OUR ACTION-BASED LEARNING METHODOLOGY

The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.

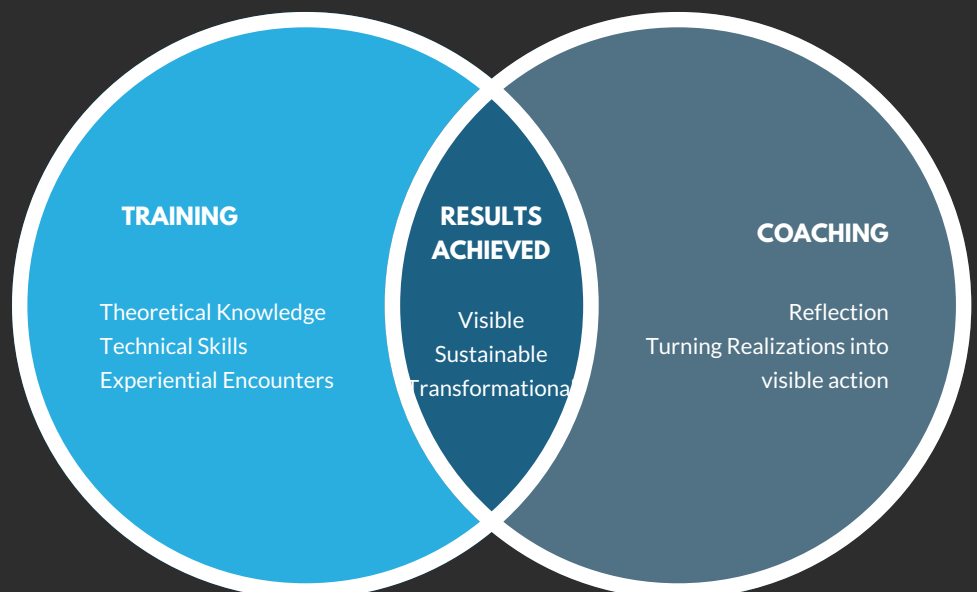


The Action-based Learning Methodology has four distinct modes of knowledge production: theoretical knowledge, technical skills, experiential encounters, and reflection and realisation.

The use of these multiple methods to engage and challenge participants generates the buy-in, commitment, and connection needed to ensure sustainable transformation, and thus, the increase in profitability and productivity.

BLENDED APPROACH OF TRAINING & COACHING

Our unique action-based methodology enables participants, not just to expand their horizons by seeing other concepts, but also to identify Simple-Repetitive-Visible actions, which they can use to implement the concepts, at work and in their personal lives.



One of the most engaging keynotes / workshops on Change Management I have seen. The feedback has been overwhelmingly positive.

The audience felt more positive about change and their ability to adapt.

We have worked with Influence Solutions for several years now.

Thanks for exceeding my already high expectations.

Highly recommended for CHANGE and CHANGING ATTITUDES.

Alan McDougell
Head of Medical Affairs, Asia Oceania Region



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