

CHANGE. OPPORTUNITY. PROGRESS.

THE OPPORTUNITY OF CHANGE



ALSO AVAILABLE
AS "LIVE"
VIRTUAL
WORKSHOPS

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

WHO WILL BENEFIT FROM THIS PROGRAMME

- Leaders required to support their teams through change and disruption
- HR Business Partners required to prepare the organisation / business unit for change
- A business unit undergoing or anticipating a major change or disruption
- Leaders / teams afflicted by change fatigue, due to relentless change or disruption
- Leaders and teams undergoing re-structuring or re-organisation
- Organisations going through or anticipating a merger / acquisition

LEARNING OUTCOMES

The Opportunity of Change is an insightful and experiential program, which empowers people to be effective agents of change. This is especially relevant since change is a constant, and many people feel challenged by organisational and societal change.

The programme helps participants to realise the value of change, how they have been handling change all their lives and already have highly developed internal resources to do so.

Leaders are empowered with the clarity and tools to communicate the change effectively and support their teams to thrive through change and disruption.

KEY BENEFITS FOR THE PARTICIPANTS

- Understand the psychology of change, the emotional impact on people & how to channelise it
- Appreciate the value of change and the opportunities it offers
- Recognise our inherent ability to handle change
- Evolve a clear message highlighting the value of the change and the risks of not doing it successfully.
- Develop a congruent plan to communicate the change clearly and positively
- As a leader, be more effective in supporting your team through the change

"THE JOURNEY OF A THOUSAND STEPS BEGINS WITH A SINGLE STEP."

- LAO TZU



AGENDA

THE 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. The modules build on the one before to create an experience that is memorable, insightful and personally empowering. It equips participants with a clear action plan to support their teams more effectively.

4 IMMERSIVE, EXPERIENTIAL MODULES

CHANGING THE PARADIGM



Helping us realise the link between change and progress

ACTIVATING THE CHANGE MAKER WITHIN



Identifying our inherent ability to flourish with change

TAKING THE LEAD ON CHANGE



Leveraging change psychology to inspire people to flourish in change & disruption

CHANGE PLAN FOR SUCCESS



Evolve an action plan to motivate, communicate and support change

"Impressive. Exactly what I wanted. Simple, but striking, efficient and lively, and 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

DELIVERY FORMATS

AVAILABLE IN VARIOUS FORMATS TO MEET YOUR NEEDS



FACE-TO-FACE SESSIONS

- **ONE-DAY PROGRAM** where real change can be dealt with and planned for, with sustainable results.
- **HALF-DAY WORKSHOP** ideal when time is at a premium.
- **EXPERIENTIAL KEYNOTE** inspiring teams dealing with change fatigue, or those undergoing a major change.

ALSO AVAILABLE AS "LIVE" VIRTUAL WORKSHOPS

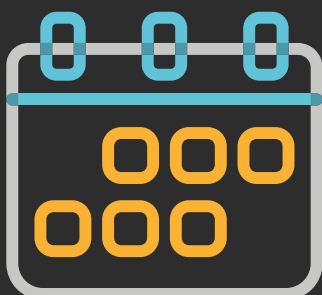


- **LONGER IMPACT SERIES** comprising four 90-min segments spaced apart. They can be in consecutive days; weekly or monthly. This extends the impact of the workshop, inspiring participants to act, creating a community spirit where challenges are supported and success is celebrated.
- **HALF-DAY VIRTUAL WORKSHOP** comprising two 90-min segments with a 15 min break in between.

WHY THE EXPERIENCE IS IMPACTFUL & ENGAGING

- **INTERACTIVE SESSIONS** LED BY A MASTER FACILITATOR.
- **VIRTUAL MODERATOR** IS PRESENT TO ENSURE A SMOOTH EXPERIENCE FOR ALL PARTICIPANTS, TAKING CARE OF SET-UP, TECHNICAL MATTERS, QUESTIONS.
- **A PERSONALISED EXPERIENCE** LIKE THAT OF IN-PERSON SESSIONS WITH INTERACTIVE SEGMENTS, GROUP DISCUSSIONS, PEER SHARING IN VIRTUAL BREAK-OUT ROOMS.
- **A SUPPORTIVE MASTERMIND IS NURTURED**, AS PARTICIPANTS FORGE BONDS THAT INSPIRE THEM TO MUTUALLY COACH AND SUPPORT ONE ANOTHER THROUGHOUT THE JOURNEY.

DEALING WITH SPLIT TEAMS? USE THE HYBRID FORMAT



- **COMBINATION OF FACE-TO-FACE AND "LIVE" VIRTUAL WORKSHOPS.** Great for split or international teams, where we can have a small class of participants, with another group of participants calling in remotely.
- All participants will participate in a highly experiential workshop, with discussions and peer sharing incorporated.
- A two camera set-up and dedicated online facilitator to re-create an immersive workshop experience.

OUR FRAMEWORK HELPS PEOPLE & ORGANISATIONS TO ACHIEVE VISIBLE RESULTS



1. SUPPORT TO SUSTAIN THE DESIRED TRANSFORMATION. The best of programmes often fail to achieve sustainable results since the push and pull of daily life overwhelms participants. We help to sustain the transformation by providing long-term, continual support and reinforcement through:

- a. Pre-work and reflection before the workshop that help people plan their learning.
- b. Reflection Reminders sent to every participant 4-6 weeks after the workshop.
- c. Learning Journey Buddy arrangements
- d. Letters to self
- e. Follow-up one-to-one coaching, if required.

These inspire people to stay focused on achieving personal and organisational goals.



2. EMPOWER INDIVIDUALS TO EMBRACE LEARNING. Our solutions are based on the belief that all human beings are born creative, intuitive and intelligent. We help people to realise that true mastery lies in exploring viewpoints beyond their own, and the continual application of learning.



3. ALIGNMENT OF PERSONAL AND ORGANISATIONAL GOALS. People become invested in the success of a program when they understand it is about their personal and professional success.



4. SHOWCASING VALUE. People take action only when they fully appreciate the value of doing so. Our programs highlight and demonstrate the practical benefits of the topic.



5. THEORIES INTO ACTION. No matter how powerful a theory, it delivers little value unless people are able to convert it into simple, repetitive and visible actions that help them achieve desired results.



6. HIGH APPLICATION TO THEORY RATIO. Our solutions are highly experiential, with a 30-70 knowledge-application ratio. We employ a blend of training and coaching to ensure every participant gains:

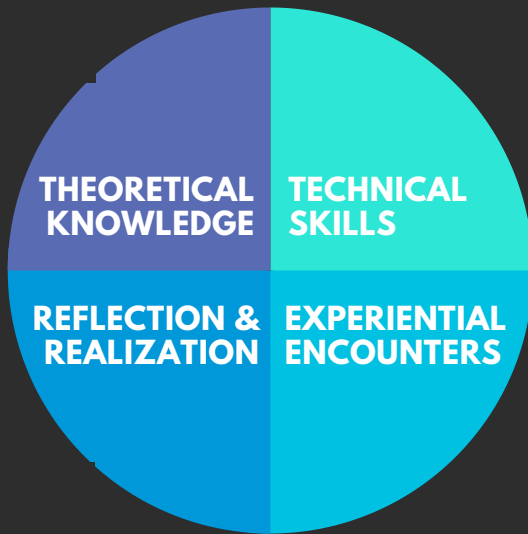
- a. **CLARITY** – In understanding and applying the key concepts
- b. **CONFIDENCE** – In implementing these concepts and ideas
- c. **COMMITMENT TO ACT** – Leaving with a clear, personally chosen action plan

This ensures participants leave every workshop with a simple and well-defined action plan, which they can use naturally and effortlessly.

POWERING REAL TEAMS TO REAL PERFORMANCE

OUR ACTION-BASED LEARNING METHODOLOGY

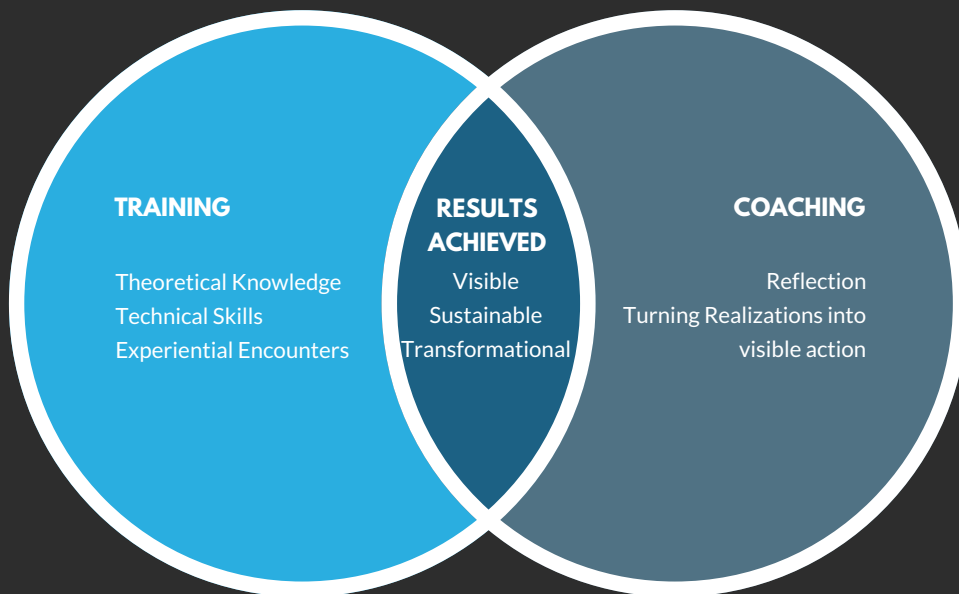
The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.



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.

TRANSFORMATION THAT IMPACTS ORGANIZATIONS

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