

CHANGE. OPPORTUNITY. PROGRESS.

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# THE OPPORTUNITY OF CHANGE

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STAY AHEAD OF THE CURVE

Virtual & In-person  
sessions that build  
resilience and  
adaptability

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

*Holding you steady in a changing world*

## 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 / IPO

## 4 POWERFUL BENEFITS THAT DRIVE MEASUREABLE BUSINESS VALUE

- Build and reinforces individual resilience
- Enhances organisational resilience
- Helps leaders and teams identify the value, need and risks of the change so that they are encouraged and motivated to ensure it is successfully implemented
- Enables leaders to develop a well thought through communication plan so that the change can be clearly and consistently communicated to the organisation

**"THE JOURNEY OF A THOUSAND STEPS BEGINS WITH A SINGLE STEP."  
- LAO TZU**

## WHAT PARTICIPANTS WILL LEARN

- 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 resilience and inherent ability to handle change
- Evolve a clear message highlighting the value of the change and the risks if it is not implemented 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

# AN ENGAGING & EMPOWERING AGENDA

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 modules is intentional. Each builds on the preceding one to create an experience that is memorable, insightful and personally empowering.

The programme equips participants with a clear action plan to support change more effectively.

## 4 IMMERSIVE MODULES : 4 PRAGMATIC OUTCOMES

### CHANGING THE PARADIGM



Help participants realise that change and progress are two sides of the same coin

### ACTIVATING THE CHANGE MAKER WITHIN



Build & reinforce resilience by realising our inherent ability to flourish through change and disruption

### TAKING THE LEAD ON CHANGE



Inspire people to flourish through change & disruption by leveraging the psychology of change

### PLAN FOR SUCCESSFUL CHANGE



Evolve a well-considered strategic plan to clearly and consistently communicate the 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

# FLEXIBLE DELIVERY 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.



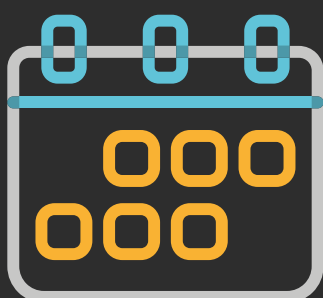
## "LIVE" VIRTUAL WORKSHOPS

- **LONGER IMPACT SERIES** comprising 60-180-min segments held on consecutive days, weekly or monthly. This extends the impact of the program, inspiring participants to act, creating a community spirit where challenges are supported and success is celebrated.
- **HALF-DAY VIRTUAL WORKSHOP** comprising three 60-min segments with a 10-min break between each segment

## WHY THE EXPERIENCE IS IMPACTFUL & ENGAGING

- **INTERACTIVE SESSIONS** LED BY A MASTER FACILITATOR.
- **VIRTUAL MODERATOR** ENSURES A SMOOTH, USER-FRIENDLY & LIFE-LIKE EXPERIENCE BY TAKING CARE OF SET-UP, TECHNICAL MATTERS & QUESTIONS ETC.
- **A PERSONALISED EXPERIENCE** (LIKE THAT OF IN-PERSON SESSIONS) WITH GAMES, ACTIVITIES SMALL GROUP DISCUSSIONS & PEER SHARING IN VIRTUAL BREAK-OUT ROOMS.
- **A SUPPORTIVE MASTERMIND GROUP IS NURTURED**, AS PARTICIPANTS FORGE BONDS THAT INSPIRE THEM TO COACH AND SUPPORT EACH OTHER THROUGHOUT THE LEARNING JOURNEY.

## HYBRID FORMATS TO CATER FOR SPLIT TEAMS



- **THIS COMBINATION (OF FACE-TO-FACE AND "LIVE" VIRTUAL WORKSHOPS)** is great for split or international teams, where some participants are physically present and some call in remotely.
- All participants take part in games, quizzes, activities, small group discussions and peer sharing sessions.
- A two camera set-up and dedicated online facilitator create an immersive and engaging 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.** Powerful theories are only valuable when people are able to convert them into simple, repetitive & visible actions that help them achieve desired results.



**6. HIGH APPLICATION TO THEORY RATIO.** Experiential programs with a 30-70 knowledge-application ratio and a blend of training and coaching ensures participants gain:

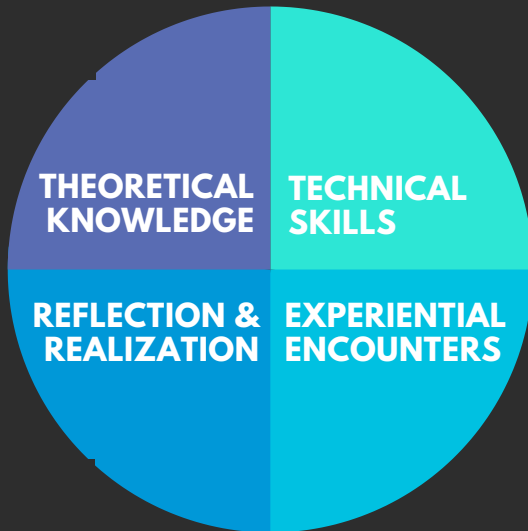
- a. **CLARITY** – In understanding and applying the key concepts
- b. **CONFIDENCE** – In implementing these concepts and ideas
- c. **COMMITMENT TO ACT** – Leaving with a clear, personally chosen action plan

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

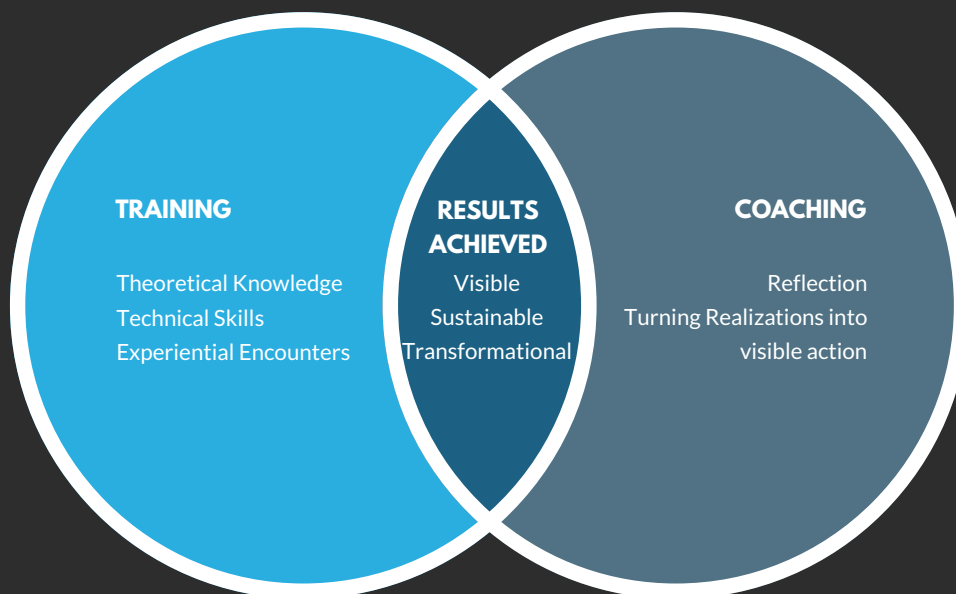
The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.



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 to also 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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# INFLUENCE SOLUTIONS

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

\*Future-ready \*Innovative \*Relevant \*Strategic \*Trusted

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