



Guiding Organizational Change

Do you want . . .

- . . . to make organization changes faster*
- . . . with less resistance and greater employee commitment*
- . . . less organization disruption*
- . . . and achieve more*

. . . with every organizational change?

Facing an economic necessity to make major organization changes quickly, it is easy to forget that an organization does not change until its people change. People change first and when we understand how they do, the rest falls into place.

This powerful three-day workplace simulation, based on an actual change project, gives participants real experience with multiple, and sometimes simultaneous, organizational and personal changes, which they learn to navigate successfully.

Participants' new skills can be immediately applied to their workplace and to their projects to accomplish more effective and timely organizational changes.

Learning Objectives

Participants in this groundbreaking workshop will experience, practice, and become naturally skilled in these five competencies:

- ▲ **The Transition Process**
 - The differences between change and transition
 - The 8 stages of transition that everyone must go through
 - Timing differences – why managers lose control of change
 - Change the people first, then the organization
- ▲ **The Creative Process**
 - The 5 steps of the creative process
 - The crucial step of creativity – and the one we are most likely to forget
- ▲ **LEVERaging Transitions**
 - How to help yourself and others through transitions
 - The five principles of applying LEVERage to changes
 - Making transitions quicker, less disruptive, and with better results
- ▲ **Guiding Transitions**
 - How to manage transitions; how to lead transitions
 - How to guide transitions – and why this is the most useful skill of all
- ▲ **Crossing Points of No Return**
 - Making final decisions as you go
 - Reducing options and alternatives – permanently
 - Making irrevocable commitments – the key to good transitions

What is a Computer Simulation Workshop like?

You'll experience all the stages of learning . . .

In a ***Davis&Dean "Flight" Simulation for Leaders***, all stages of learning are experienced, from the *Bliss* of not knowing a skill exists, to the early *Frustration* of not having the skill, through the *Awkwardness* of trying a skill for the first time, and advancing to the *Natural* behaviors of the truly skilled. Continuing on, multiple skills are *Integrated* into new skill sets, which may then either *Align* with personal belief systems or engender new beliefs.

You'll learn by doing it yourself . . .

A ***Davis&Dean "Flight" Simulation for Leaders*** is a personal experience in which fully involved participants do the learning themselves, while being coached and guided by experts. Your learning is not directed simply at the acquisition of knowledge, but towards practicing and using relevant new leadership skills.

You'll work in a leaderful team . . .

In a workshop, up to six teams of three to five participants are immersed in realistic long-term workplace situations. Teams make everyday decisions, plus they deal with dilemmas and unplanned events that must be resolved within specified times, budgets, and other parameters. Each team's progress unfolds differently depending upon the decisions they make using their existing and newly learned skills and knowledge.

It's real work, not a game . . .

These simulations authentically replicate the workplace, although they are more focused, risk-free, and performed in compressed time. Success in a simulation, just as at work, is achieved not by manipulation, but by consistently applying good leadership and management practices, effective people skills, an integrated strategy, and the targeted functional skills being learned.

Your guide is an expert . . .

Davis&Dean Guides (instructors) must meet very high standards, including professional or advanced education supplemented by years of significant and applicable experience. In addition, they must successfully complete our comprehensive and demanding certification process before guiding ***Davis&Dean "Flight" Simulations for Leaders***. A Guide's certification is reviewed regularly.