

STRATEGY. WORK. PEOPLE.

Driving and Influencing Change

In this complex and volatile context in which we work, most organisations are faced with — and must respond to — change on a continuous basis. Many are left wondering — how do we get work done, execute our strategy and succeed when the parameters keep shifting? Through facilitated discussion, lively activities, and relevant case study exercises, *Driving and Influencing Change* invites participants to explore how change has impacted their own lives and to discover what it means to adopt an adaptive mindset. By applying change models in their own business context, examining the attributes of a successful change driver and influencer, and learning to help others through the change process, participants will obtain the knowledge, tools, and dispositions to become true practitioners of driving and influencing change.



YOU WILL LEARN TO:

- Define the new normal in the VUCA world driving the need to have an adaptive mindset
- Practice applying a model for change using a business case example and your own business context
- Explore the attributes of a successful change driver and influencer
- Make the case for change for others while helping them through the process

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KEY TOPICS

- Change is the New Normal
 - Business Context of Change
 - It's a VUCA World
 - What Does Change From the centre Look Like?
 - Your Strategic Role: Architect-Translator-Doer
 - Adaptive Mindset
 - Technical Problems vs. Adaptive Challenges
 - Considering Change
 - Connecting the Dots
- Foundations for Change
 - The Cycle of Organizational Change and PBW
 - Tools of the Trade
- Attributes and Behaviors of Change Leaders
 - The Leadership Foundation
 - Attribute 1: Establish an Authentic Leadership Identity
 - Leader's Shadow
 - Attribute 2: Building Relationships & Networks
 - The Concept of Social Currencies
 - Active Listening
 - Attribute 3: Collaborate and Influence for Results
 - Collaboration
 - Advocacy and Inquiry Model
 - Attribute 4: Facilitate Complex Decisions
 - The PSC Model
 - Decision Making Model
 - Sensemaking Tool - AEIOU
 - Relationships? Values?
 - Dilemma Analysis Process
 - Attribute 5: Maintain Personal Resilience
 - Resilience
 - Growth Mindset
 - Fixed Mindset vs. Growth Mindset
 - Energy Audit – Self-awareness
 - Attribute 6: Being a Driver and Influencer of Change
 - How Can You Make a Difference
 - Culture vs. Climate
- Change Process
 - Change Model
 - Change Begets Change
 - Change Model
 - Plan for a Change
 - Change Model
 - Change Model
 - The Value of Routines
 - Preparing for Change
 - Taking Care of Personal Routines
- The People Side of Change
 - People Impact Deep Change
 - If Only it Were that Simple
 - Model of People Change
 - Roles in Change
 - Model of People Change
 - Activities to Help with People Change
 - Aligning Models
 - Old and New – Resistance
 - Adjusting your Mindset: Resistance as a Resource
 - Approaches to Using/Addressing Resistance
 - Approaches to Using/Addressing Resistance
 - Which Approaches Address Which Sources of Resistance?
 - Conscious Thought Model
 - Change and Conscious Thought
 - Premortems

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