

# SURFING THE WAVES OF CHANGE

2-Days Program



**Personal realization of how one acknowledges, embraces and adapts to change is the first step for a leader who truly wants to master the art of helping others manage the waves of change. This DOOR program facilitates leaders to create their own change management toolkit, reflect on their capabilities for change and make themselves change-ready.**

**Surfing the Waves of Change**

## Topics

- + Introduction to concept of change and change management in an organization
- + True vs pseudo-change and one's own change intensity efforts
- + Attitude to change and related coping strategies
- + Creating change roadmaps to help others embrace change
- + Identifying at what probable stage of change do other's stand and help them gain momentum
- + Application of a structured change mechanism to one's own professional context

## Training Objectives

At the end of this training you will be able to:

- 1 Appreciate the deeper gains of change and be more resilient and geared to acknowledge the need for it
- 2 Etch a roadmap for change for self and others
- 3 Know what it takes to be a change catalyst and related roles and responsibilities
- 4 Equip oneself with the necessary knowledge, capabilities and mindsets needed to decide the right course of action

## Duration

2 Days

# GREAT LEADERS ARE PREPARE FOR THE WINDS OF #CHANGE.

## Program Schedule

### DAY ONE

Introduction to concept of change

- + Change and change management
- + Change pre-requisites
- + Change curve
- + Change framework AWARE model – Aware, Willingness, Assimilation, Resourcefulness and Enablement

Being a change catalyst

- + Roles
- + Responsibilities
- + Function
- + Spirit

Change Quadrants

- + The 4-bedroom penthouse
- + Identifying emotions and thoughts of each room
- + Which room do I prefer to stay in?
- + Gaining momentum to get to the secret chamber

### DAY TWO

The SURF dialogue for change-readiness

- + Set the context of change
- + Understand notions, aspirations, frustrations and roadblocks
- + Reason out the big picture and impact
- + Facilitate buy-in and commitment

Checking one's own change mindset

- + The change barometer
- + Change readiness assessment
- + Mapping my own peak's valleys and shoulders
- + Ingraining who do I need to become to be change-ready

Change roadmaps

- + The strategy, the story and the state

Personal Blueprinting

- + My change objectives and change ready portfolio

## More information

If you would like to discuss any one of our programs please contact us.

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