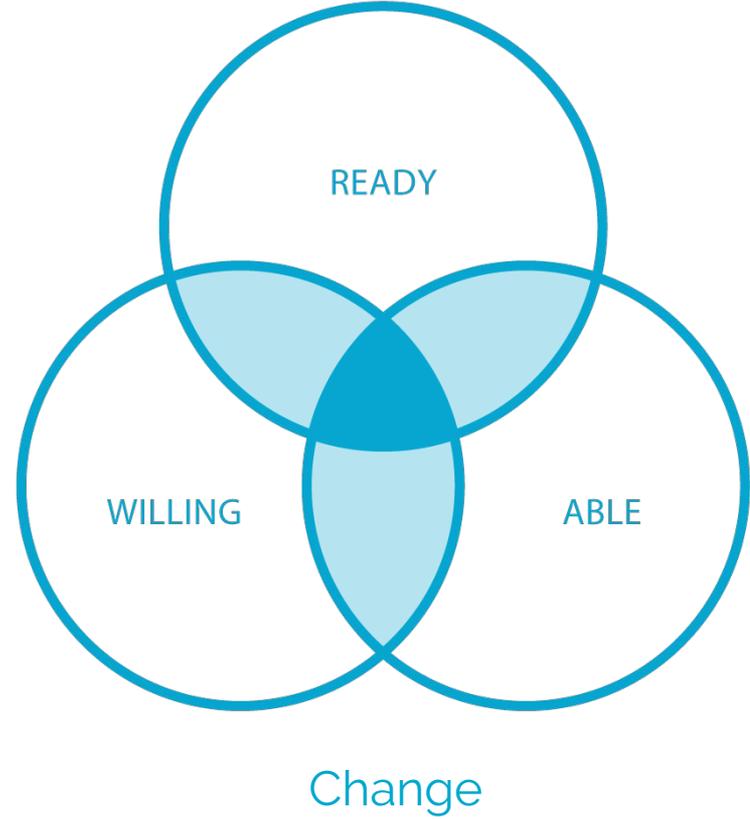


Change

Change is the name given to the collection of tools and techniques that help organizations ensure their people are *ready* to engage, *willing* to commit and *able* to do what it takes to realize the full potential of great solutions .

Those that are good at change are agile and able to do new things, quickly. They *align* key stakeholders around the challenge, *involve* them in the solution and *engage* them to adopt it.



CORE PROGRAM

ExperienceChange

ExperienceChange™ is an expert-guided workshop that teaches both the "what to do" and "how to be" of successful change. Backed by more than 20 years of research, industry insights and results, it combines proven change management theory with hands-on practice in an engaging, low-risk simulation experience.

Participants are challenged to roll-up their sleeves and experience a "year in the life" of a change team. More than 75% of their time is spent on team-based project work, leading a realistic change from analysis through to planning and implementation.

ExperienceChange enables your people to ...

- Quickly turn powerful ideas and solutions into reality
- Speak and act with a common language and shared confidence for change
- Align and engage stakeholders around new ways of doing things

SAMPLE AGENDA

ExperienceChange

Morning

- 45 Introduction**
Enable connection through a discussion of the case for change and storytelling around their own experiences.
- 75 Simulation Interviews**
Interview broad range of stakeholders for their perspective on the situation and complete a Force Field of the situation.
- 15 Case Discussion**
Teams report-in using Force Field as framework. Discuss parallels of situation and stakeholders to own work.
- 45 Change Theory**
Explore a range of concepts such as the psychology of personal change, org change models and commitment vs. compliance.

Afternoon

- 60 Simulation Planning**
Teams are challenged to build a change plan using tactic cards.
- 75 Simulation Implementation**
Teams implement their change plans and receive immediate feedback in the form of higher (or lower) stakeholder buy-in.
- 45 Debrief**
Teams report in with reflections on both group process as well as decisions made. Connections made to their own work and time provided for personal commitments.

Interested in bringing the ExperienceChange simulation to your organization?

Contact us today: connect@iugowerx.com

