# THE CHANGE ACCELERATOR

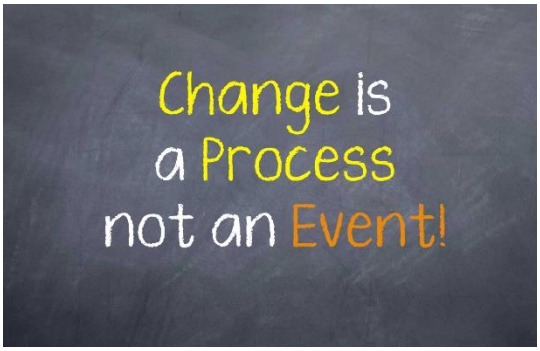
(Eager to know how the most innovative companies capitalize on today's rapid-fire strategic challenges and still make their numbers?)

DURATION: 2 DAYS

TIME SCHEDULE

Time: 9:00am to 5:00pm

Lunch Break: 1:00pm to 2:00pm




## INTRODUCTION

In today's dynamic business world, the ability to anticipate change, adapt to change and embrace change has become an important requirement for creating and maintaining success in all organisations. This TWO (2) day learning workshop provides you with the insights to stay competitive amid constant turbulence and disruption through a systematic approach to achieving successful and sustainable change by applying the Kotter's 8-Phases of Change.

Reduce complacency and increase urgency to CHANGE!!
And you are the CHANGE Accelerator!!

## BENEFITS

At the end of the session, participants should be able to:

- Determine the importance to set a stage for change
- Establish the steps to anticipate, adapt and embrace change
- Manage strategic actions to make change happens
- Adopt change as a way-of-life

## KEY CONTENT

**MODULE 1 – CREATE A SENSE OF URGENCY AROUND A SINGLE BIG OPPORTUNITY**

- Be aware that the market is changing
- Be mindful that competition is becoming more intense
- Be alert that crises and opportunities are out there for us to manage and capitalize

**MODULE 2 - BUILD AND MAINTAIN A GUIDING COALITION TO EMBRACE CHANGE**

- Create a powerful and influential group to lead the change
- Manage the circle of influence and overcome the circle of concern in leading the change
- Cultivate proactive mindset among the workforce to embrace change

**MODULE 3 - FORMULATE A STRATEGIC VISION AND DEVELOP CHANGE INITIATIVES DESIGNED TO CAPITALIZE ON THE BIG OPPORTUNITIES**

- Create a SMART vision to direct the change effort
- Develop strategic initiatives to realize the SMART vision

**MODULE 4 - COMMUNICATE THE VISION AND THE STRATEGY TO CREATE BUY-IN AND ATTRACT A GROWING 'VOLUNTEER ARMY'**

- Use every possible way to communicate the new vision and strategies – Communicate 7 Times, with 7 Ways
- Ensure the guiding coalition members be role models for the rest of the organization – Leadership by Example

**MODULE 5 - ACCELERATE MOVEMENT TOWARD THE VISION AND THE OPPORTUNITY BY ENSURING THAT THE NETWORK REMOVES BARRIERS**

- Identify and get rid of obstacles to adapt to change
- Determine and improve systems and structures that obstructs the change effort
- Encourage risk taking and non-traditional ideas, activities and actions to embrace change

**MODULE 6 - CELEBRATE VISIBLE SIGNIFICANT SHORT-TERM WINS**

- Plan for visible performance improvements
- Create and declare the 'wins'
- Visibly recognize and reward those who made the 'wins' possible

**MODULE 7 - NEVER LET UP, BUT KEEP LEARNING FROM EXPERIENCE**

- Build on growing credibility to gradually change the organizational elements to fit in the vision
- Reinvigorate the change process with new projects, theme and change agents

**MODULE 8 - INSTITUTIONALIZE STRATEGIC CHANGES IN THE CULTURE**

- Improve performance through customer & productivity orientation, plus more effective leadership & management

## METHODOLOGY

- Interactive lecturing and sharing @ 50%
- Experiential activity @ 40%
- Action plan session @ 10%