

Provide organizational leaders with practical ways to strengthen how they plan, implement and sustain change.

This program is designed for executive leaders to managers and supervisors, project leaders, and organizational development professionals.

Build confidence and competence in leading any change initiative.

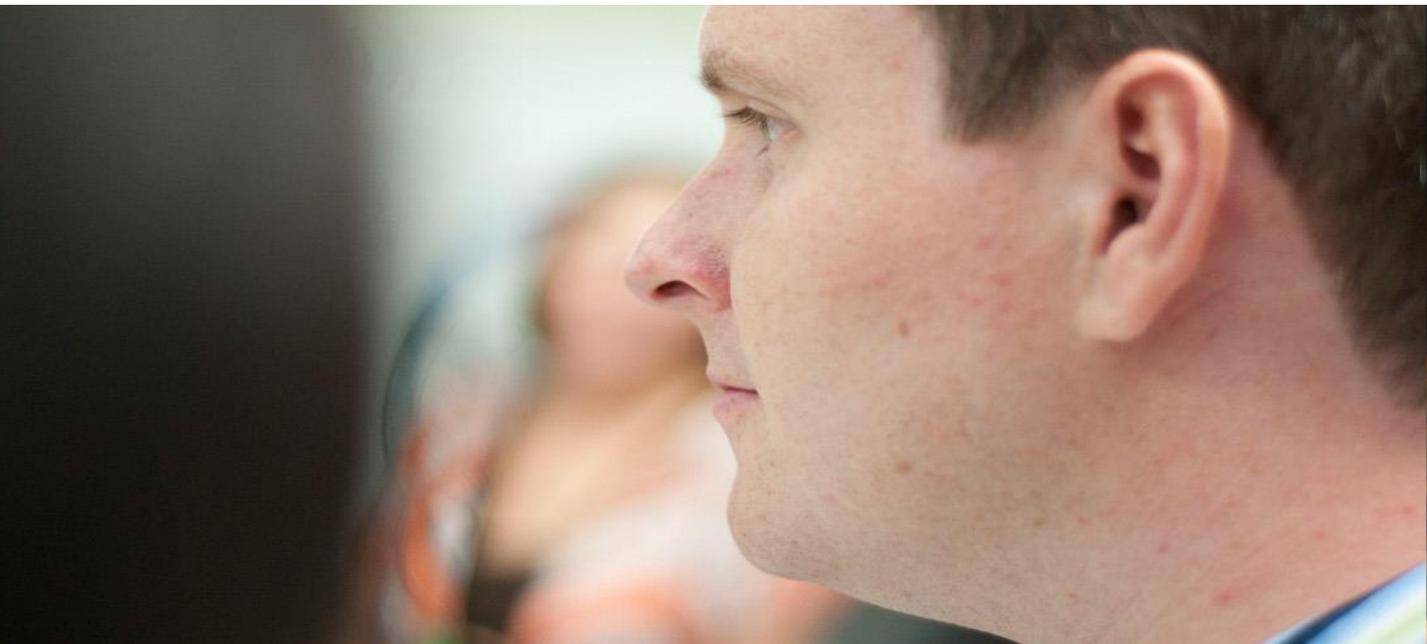
Increase levels of engagement on current or emerging projects.

Bring best practices to life through theory, application and peer input.

“A journey of a thousand miles begins with a single step”

- Lao Tzu

Our commitment is strengthen your success at each step along the way. You will have the chance to explore proven and practical techniques for stepping into current and emerging changes .



In today's changing environment effective leaders know about applying proven best practices to the human side of change.

Participants gain the knowledge they need to make a positive difference – one change at a time.

Preparing for the Journey

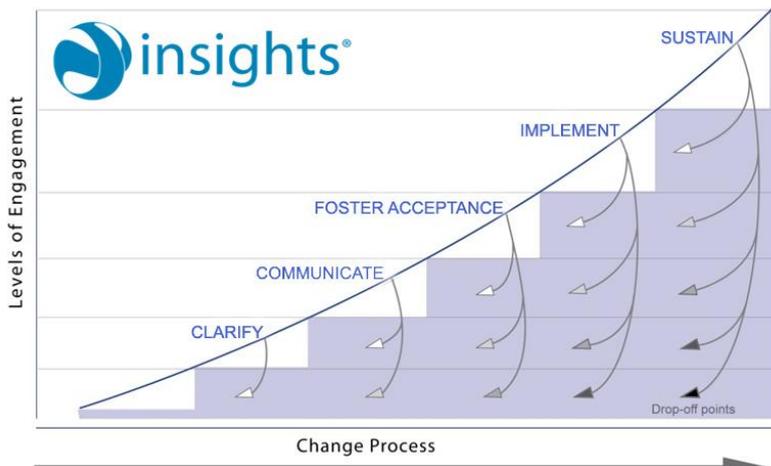
This fast paced program provides a comprehensive overview of best practices for building engagement in a changing environment.

Participants learn the power of the Insights engagement model, and are introduced to the importance of asking questions and creating solutions from a balanced four-quadrant perspective.

Program topics include:

- Understanding how personal style and preferences influence success in a changing workplace.
- Self-assessing leadership behaviours against best practices for greatest positive impact as a change leader.

The Insights Change Engagement Model



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- Exploring the critical roles for change sponsors and change agents.
- Assessing levels of engagement throughout the life of a change, and using this information to inform strategy development.
- Tracking and building engagement through relevant interventions.
- Practicing key skills such as formulating powerful questions, developing balanced communication messages, and giving and receiving feedback.
- Focusing your intentions and behaviour for greatest positive impact as a change leader.
- Exploring how you can contribute to achieving business results on time, on budget, and with maximum employee engagement.

Insights Vancouver is a Registered Education Provider (REP) for the Project Management Institute (PMI). Professional Development Credits are available for this course.

Summary

- Blend proven best practices in change with the world renowned Insights learning system
- Build on the Insights Discovery system to increase ROI and deepen the learning.
- Increase organizational capacity to achieve changes on time, on budget and with maximum employee engagement.

Best practices in change are built upon a foundation of understanding the human dynamic. This program is a flexible learning solution that builds upon understanding self, understanding others, and using balanced approaches to achieve business results. The program reinforces and extends the application of the Insights Discovery model for optimum return on investment.

The focus for this modular program is to work with your needs – whether your goals are to build change capacity at an organizational, team or individual level.

Prerequisites are a foundational knowledge of the Insights Discovery System, including perception, the four colour energies, Jungian preferences, and the Insights Discovery profile.

From this powerful base, we work with you to review your priorities for change and guide your leaders in knowing both what to do in a changing environment, when to do it, and how to do it. Every participant leaves with job aids to strengthen application and sustain learning.