

# **'SHAKING THE CAGE'. MANAGING CHANGE AND RISK**

## **Objectives of the programme:**

The process of change is continuous in any organisation, usually because the organisation is expected to keep pace with external and internal pressures from all stakeholders to meet shifting demands. This leads to two requirements of today's leaders, that they anticipate change and encourage it, whilst retaining a level of stability and structure in the organisation.

This is the domain of balancing change and risk with results, and this programme is designed to equip managers with the mindset and abilities to deal with and help their organisation thrive in the environment of these apparently opposing requirements.

## **At the end of the programme you will be able to:**

- Identify the key cultural drivers within your organisation and how to align them.
- Motivate people within your organisation to embrace change.
- Understand the team dynamics involved in change and how to deal with them.
- Recognise personal change as the path to organisational change.
- Use the key drivers for empowerment within your teams.
- Use the key steps of the journey of change to best effect within your organisation.
- Recognise the barriers to change in your organisation and how to deal with them.
- Balance risk with conformity as a mechanism for excellence.

## **Who should attend?**

Anyone who wants to change the organisation they work with from a position of mediocrity to vitality. Leaders and managers who would like to be role models for change and excellence and really challenge themselves and their colleagues to a higher standard of performance.

## **Subjects included:**

- Components and drivers of culture and change
- Cultural alignment
- Motivation and values
- Team dynamics – flow and resistance
- Personal change – being a role model and an authentic leader
- Empowerment and trust
- The hero's journey and transformation
- Barriers to change
- Risk and excellence

## How is the programme structured?

The programme is highly participative and involves a combination of exercises, team activities, personal reflection, structured learning and action planning. The sessions are very invigorating and demanding, and the results will be exciting and empowering for all who attend.

## What to expect if you attend:

- Expect to understand the culture of your organisation and how to construct a vision of change.
- Expect to have access to the tools of motivation and change for individuals and teams and when to use them to best effect.
- Expect to find out a great deal about yourself and how you interact with others to best effect when initiating change.
- Expect to be able to deal with risk rationally and have a new perspective on yourself, your organisation, and the results that are possible.

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