

## Executive Development Programme

### Leading Organisational Change-a systemic approach

Date: Thursday 19<sup>th</sup> April and Friday 20<sup>th</sup> April 2018

Programme Director-Mike Price

#### **Summary**

As anyone who has attempted it will know, leading change in organisations is fraught with difficulty. “*Organisational change would be so much easier, if it didn't involve people!*” But it does, so leaders need to approach organisational change with the entire “system” in mind.

In this two-day residential programme, the participants will experience a structured and systemic way of illuminating the issues they are facing as they bring about organisational change and use practical tools to explore how these issues can be addressed. The participants will look at change from other people's perspective, understand how they may be unconsciously influencing the process of change, explore people's resistance to change, and develop prioritised actions to enable change.

The programme is ideal for senior leaders facing a period of significant organisational change, who would value the opportunity to have time and space to reflect on the challenges therein, with support from the speaker and fellow participants. The programme is delivered in an engaging and entertaining way and the delegates will be invited to participate in “systemic experiments” to illustrate some of the change challenges that other delegates bring to the programme.



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#### **Key Learning Outcomes**

An intensive course with interesting discussions, exploration of concepts and development of techniques on key learnings, including:

- How to make change stick
- Empathy as a tool for change
- Use and practice of change tools and frameworks
- Identifying required leadership skills to deliver change
- Creating a plan to cross barriers of change

#### **Content & Learning Styles**

The programme will combine research findings with unique insights And thought provoking presentations to stimulate in-depth discussions. Peer learning is a big part of the days and you will be given every opportunity to share ideas and learn not only from the speakers but also from others in the group.

The programme will include practical group work to benchmark current practices within your organisation.



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#### **Speaker Profile: Mike Price**

Mike is an Executive Faculty Member of Southampton Business School. He has over 30 years of experience developing the strategic thinking and change leadership skills of senior leaders. He designs, directs and delivers senior leadership programmes and is also an executive coach.

He works with clients directly through his own consultancy as well as being an Executive Fellow at Southampton Business School and Programme Director at Henley Business School.

Former roles have included visiting strategy tutor at London Business School, member of the Dean's advisory board at the University of Bath School of Management, board member of Arthur D. Little's Global Strategy Practice and head of the firm's UK Strategy Practice, director of executive education at Imparta, strategic planner at British Aerospace, research engineer at both British Aerospace and the Ministry of Defence.

Recent clients include: Mars, The Guinness Partnership, Chemring, Imtech, Finning, United Welsh Housing Association, Mercedes Benz, Arthur D. Little and many others.



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### Joining Instructions and Agenda

#### Joining Instructions

**Venue:** Chilworth Manor  
**Address:** Best Western Chilworth Manor Hotel, Chilworth, Southampton, Hampshire SO16 7PT  
Hotel directions: Nearest motorway: M3, J14  
Nearest train station: Southampton Airport is 4.5 miles from the hotel. Free parking on site (250 spaces)

**Pre-work:** Please note there is a short pre-work assignment to be completed before the programme. The assignment will be discussed with the Programme Director before the programme.

#### Agenda Day 1

**Date:** Thursday 19<sup>th</sup> April 2018  
**Time:** 09.00-16.30

##### 09.00

Understanding change dynamics  
Examining stakeholder perspectives  
Framework for assessing where people are in the process of change  
Exploring the critical components when planning change  
Reviewing your change challenge and sharing experiences with peers from other organisations

**16.30** Close

#### Agenda Day 2

**Date:** Friday 20<sup>th</sup> April 2018  
**Time:** 09.00-16.00

##### 09.00

How to assess the change resistance  
Why resistance arises  
Resistance in individuals and groups  
Building an effective change plan  
Identify prioritised actions  
Stress test plan with peers from other organisations

**16.00** Close