

# TOOLS AND TECHNIQUES FOR ORCHESTRATING CHANGE



*This course is based on decades of L&C experience helping leaders and change agents get “from here to there”. At a time when every team member is expected to innovate and be able to facilitate a change process, this hands-on L&C Tools and Techniques course equips participants to lead change.*

This course focuses on the topics and skills most needed to “help things happen” and is supported by tried and true facilitation exercises and techniques.

The typical course covers the following foundational topics:

- **Getting things started**
  - Efficiently kick-start processes and meetings
- **Making “things happen”**
  - Running a change process
- **Analysing the situation and the need for change**
  - The situation today, upcoming disruption and strategic implications
- **Assessing the personal styles of team members**
  - No two of us are the same: people, not systems, are the cornerstones of change
- **Planning change**
  - Each circumstance demands a tailored approach and the right tools to implement it
- **Persuasively communicating the plan and its rationale**
  - Create the change “story” and make it exciting
- **Building an effective change facilitation team**
  - To go fast, go alone, to go far, go together: principles and tools for building smooth cooperation

### Three Convenient Formats

1. Half-day session
  2. One-day session
  3. Two-day session
- All participants have web access to L&C facilitation exercises
  - Each is highly interactive with participant practice and role-plays.
  - Some customization is preferable for the One- day and Two-day session formats.
  - Each session can be followed by individual follow-up coaching for participants
  - Participants all complete and discuss their L&C Facilitator Profile. Participants in the Two-day session also complete a social styles instrument such as the L&C Icon Exercise.

*“This is a course that can be transferred to any setting where change is being introduced...”*

*“I will definitely not hesitate to promote this training or an aligned version of it to colleagues...”*

This course can be customized. Versions are available for both change facilitators and change leaders.

