

Leading Change Your Way

An Action Inquiry programme for experienced leaders with a real interest in developing their capability and capacity to work with on-going, complex and unpredictable change.

Why is this important?

- It doesn't matter what size of organisation or what sector you lead in, change feels continuous and relentless and few of us have the opportunity to step back and take some different views of it.
- Leaders are tasked with creating the environment and conditions under which they, their people and the wider organisation cannot just survive the turbulence, but find ways to thrive. This is a huge on-going challenge, providing excitement but also exhaustion and frustration for all 3 parties, unless leaders find ways of supporting themselves in this process.
- Change theories have their place and can be hugely helpful but they are not the be all and end all and increasingly our world is too fast moving, too complex and unpredictable for leaders to rely on plans and models. This programme brings together the realities of leading day-to-day and the possibility of learning in an on-going, continuous way from that experience.
- It balances real life pragmatism and action, with intensive individual inquiry into what it means to you personally to lead change 'well'.

Who is it for?

- Experienced leaders, who find themselves in constant cycles of complex change, needing to take their people through this with them.
- Perhaps you are leading your organisation, function or team in the context of a merger, acquisition or joint venture; a significant organisational restructure or strategic re-positioning; the creation of a new vision, values and re-branding.
- You may well be familiar with lots of theories about change and still not feel these answer your questions.
- The type of organisation and sector you work in is not important, what matters is that you have real curiosity and energy for challenging the way you work with change.

What can you expect to leave with?

- Renewed energy and focus for leading change in your organisation.
- Clarity about how you personally can lead change well.
- New perspectives, ideas and inspiration around leading change well.
- A new supportive and challenging network of peers.
- Personal insights and shifts will depend on what inquiry you bring.

“..these programmes are not simple and straight forward learning experiences; they challenge you as an individual, they challenge your thinking and they move you outside of your comfort zones “ (Rhys Thomas, Cablecom)

This is not classroom learning, where you can lose yourself in theory and hand responsibility to the facilitator. It requires a high level of personal motivation to learn, to challenge yourself and be challenged and to do things differently.

How will we work?

Action Inquiry is a highly individual, self-directed way of 'learning', rather than 'being taught'.

- Each participant will hold a question or 'inquiry' into leading change through the duration of the programme, during the sessions and between, experimenting and testing learning as they go.
- This means that each participant can work with what is real and meaningful to them in their context, can

follow their own interest and work towards having a very direct impact in their organisation.

- As peers faced with both similar and different challenges around change in a variety of contexts, you will also be engaged in a collective inquiry into how to lead change well, learning from each other's experiences, reflections and insights and building a new network that challenges your thinking.
- This will be a very experiential programme, involving individual, paired and group work.
- We will work with dialogue, right brain as well as left brain activities, developing intuition and emotional intelligence as well as cognitive ways of working with change.
- The facilitators will only offer theories, models, articles or youtube clips that follow the interest and energy of the group, invite reflection and discussion and may open up some new thinking and the possibility of approaching something differently.

How long is it?

The programme runs for around 3 months, beginning in late April 2016 with a 2 day residential. This will be followed by a 2-hour interactive webinar in early June and an overnight and full day in mid July.

Where will it be held?

We will use a small, intimate venue, with light spaces, and grounds in the Gloucestershire/Oxfordshire area.

Who are the facilitators?

Clare Southall of Entheos Consulting - <http://www.entheosconsulting.co.uk/> and Sally Bogle of Transcape Leading & Learning - www.transcape.me

What does it cost?

£1,400 (+VAT) per person.

This includes a pre-programme meeting and all accommodation and meals (excluding drinks on residentials) A non-refundable deposit of £400 (+VAT) will be required to secure a place and the remaining £1,000 (+VAT) will be due 1 month before the start date.

Please contact us to find out more or to book a place

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