

CHANGE FORWARD is a tailored, interactive programme that supports businesses to drive change forward, at scale.

We know that change is constant, yet often meets with resistance. Leading change successfully means enabling and empowering everyone to embrace it.

CHANGE FORWARD develops leaders to create resilience, curiosity, and an environment where everyone is equipped to manage change. Such leaders are essential in any organization.



PROGRAMME

Modules have an individual focus, while bringing participants together to share practice and ideas in a focused, relevant environment around 12 specific change behaviours:

- A two-day face-to-face workshop with all participants
- A series of 5 individual coaching sessions with senior coaches in native language
- Monthly group coaching sessions to reflect and deep dive on particular themes
- Theme-based additional workshops on request

INDIVIDUAL OUTCOMES

- Able to take ownership of their own resilience in continuous change
- Becoming change champions, with greater confidence to lead their teams and across the business
- Able to help their team navigate change, with a coaching posture
- Able to deal with resistance and encourage curiosity and growth mindset
- Able to create an enabling environment allowing risk taking and learning from mistakes
- Able to lead change through more impactful communication

BUSINESS OUTCOMES

- A strong skills bench among leaders able to enable change within their teams and across the business
- Greater individual and team efficiency as less energy is spent on overcoming resistance, and teams see change as an opportunity to improve outcomes
- Clarified roles (leaders can lead) in solution-focused culture
- Elevated shared accountability in the team and a collective sense of ownership of change
- Increased business performance with harmonised practices and shared language

TRACKED RESULTS & FEEDBACK

Based on self-evaluation of 12 change behaviours, before and after the programme, average score for the group had moved forward for every single behaviour, sometimes by as much as 20%.

The biggest jumps forward were in the behaviour 'communicate/disseminate messages (even those with which I may disagree)' and 'being aware of your own limiting beliefs or mental traps'.

Participants said that they experienced major shifts on the following themes:

“ I delegate more through a stronger coaching posture to let my team find solutions themselves’ ”

“ I spend more time responding rather than reacting. ”

“ I can more easily focus on what makes the biggest difference. ”

We have delivered change forward in large, multinational businesses. Contact us for a conversation about how Change Forward can transform your people's outlook on change.