



Inside Inspiration

Launchpad for Change Program

Your organisation is changing, how do you plan to inspire, engage and lead your people effectively through this change?

Need a sustainable and practical way of bringing best practices in change to life?

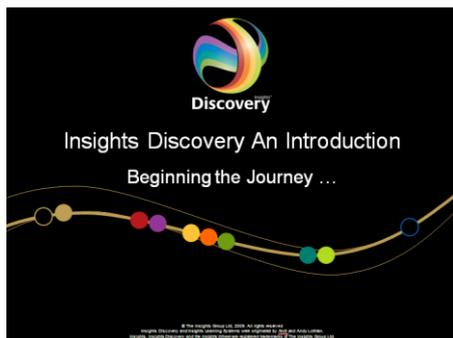
Do your Change Leaders know how to 'adapt and connect' to motivate the different individuals and personalities within your organisation?

Want to reduce resistance and increase employee contribution towards the change process and its' success?

Summary

- Assists team in understanding how personal style impacts the Change Initiative
- Creates a common language and framework enabling effective communication during times of change
- Enables individuals to improve their interpersonal skills and relationships immediately
- Easy to understand, remember and apply, so the learning **sticks** and delivers results.

Launchpad for Change will re-energise and up skill your Change Managers for success. This dynamic program gives Change Teams the tools and knowledge they need to work effectively together and with those they need to lead and influence during times of change.



Participants are introduced to the Insights Discovery® model, their own Personal Profile and the Insights® Team Wheel. They learn how to apply this new framework to enhance communication, engagement and collaboration both within the team and across the organisation.

The 'Change Pulse Check' survey can be applied regularly to inform leaders when and where there is a 'drop off' in engagement. These results enable Leaders to take immediate, appropriate and efficient action to keep the project on track for success.

Program Overview

- What is Change Management?
- Perception and Change
- The Four Colour Energies in Change
- Insights Discovery® Personal Profile
- Value to the Team during Change
- Key Questions for Change Planning
- Colour Communication Strategies
- Review Insights® Team Wheel
- Recognising Others' Styles
- Adapting and Connecting Techniques
- Change Pulse Check model
- Colourful Suggestions for Success during Change and Transition
- G-WAVE Action Planning

The Insights G-WAVE Planning Model



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Our Clients Say:

"Coastal Community was introduced to Insights® in 2005 when we completed a tri-merger. During that time of significant change, Insights best practices in change workshops were delivered to executives, and senior managers, through to employees. The Insights Discovery® platform has since been integrated into our organization. We continue the application of the Insights® platform through internal practitioners in Insights Discovery®. Most recently we completed another significant change initiative and worked with the regional Insights® office to provide an audio presentation for staff about the engagement model, and developed an on-line survey for regular measurement of employee engagement throughout the change. The result is more change ready leaders using a very sustainable and practical way of bringing best practices in change to life."

Deborah Edwards, CHRP
Acting AVP HR & Organizational Dev.
Coastal Community Credit Union
Vancouver, Canada

Creates solid foundation for integrating language for best practices in change and entry point to further change enhancement programs.

Highlights which preferences are 'naturally' built into the organisational culture and which are missing – and may result in resistance.

Model of Human behaviour which quickly informs Change Leaders for efficient action.



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T: +61 4 202 37 512

E: sales@inside-inspiration.com

www.inside-inspiration.com