ASSOCIATES

Facilitating a culture of participation

Organizational Transformation

Diagnose and Leverage System-wide Change

Transformation is the new norm for organizations. Use the most powerful set of diagnostics and models for analyzing and effectively enabling change in any organizational setting. The Social Process diagnoses drivers of change within whole systems. The Organizational Journey maps out the evolution over time. The Dynamic Screen provides leveraged strategies for structural, behavioural and values changes.

This course gives facilitative leaders ways to see the whole picture and discern the shifts necessary for your organization to be what it needs to become. The tools will help your organization be dynamically flexible and able to respond quickly. This course provides you with a whole systems approach to leading integrated organizational transformation.

Course agenda

DAY ONE	DAY TWO	DAY THREE
WHOLE SYSTEMS • Societal Dynamics • Social Process Organizational Diagnostics	**TRANSFORMATION JOURNEY** • Organizational Journey Chart • Mapping the Journey	**LEVERAGED STRATEGY** • Organizational Dynamics Screen • Comprehensive Whole System Strategy
TRENDS AND DRIVERS • Discerning Trends affecting the organization • Wave Analysis	**CONTRADICTIONAL THINKING** • Contradictional Approach • Discerning Challenges	**VALUES CHANGE** • Values Clarification • Image Change

You will be able to:

- Clarify the pressures and drivers forging transformation.
- Map out pathways and a concrete journey of change in any organization.
- Clarify alignment between behaviour and values.
- Diagnose systemic problems and create leveraged strategies and identify key change opportunities.
- Engage all stakeholders and focus a group's energy for the most powerful impact.

The dates of all courses, and registration can be found online at:
https://ica-associates.ca/courses/organizational-transformation

Learn to use powerful tools to effect transformational change.

Tools to analyze societies and organizations

- Social Process Triangles
- Dynamic Screen
- Organizational Journey Chart

Ways to move toward substantial change

- Understand factors leading change
- Identify shifts your organization can make
- Create strategies for positive change

Methods for facilitative leadership

- Elicit meaningful participation in change initiatives
- Form solid consensus and commitment to strategic initiatives
- Gain skills in facilitative leadership styles

Organizational Transformation is designed for facilitative leaders who want to use a culture of participation to bring about a positive transformation within your organization. It contains all the diagnostics, roadmaps and processes to enable this to happen.

- Organizational leaders will learn tools for guiding a whole system's change.
- Managers will gain insight into ways to enhance planning and organizational development.
- Community leaders will be better able to lead long range planning.
- Government officials will be able to focus on strategic change and development initiatives.
- Facilitators will gain tools for organizational development, change and transformation projects.

This course is part of the **Facilitative Leadership Program** and **the Advanced Facilitator Program**.

PRICE: **$1,895.00 + HST**

PREREQUISITE: Group Facilitation Methods

REGISTER ONLINE AT https://ica-associates.ca/courses/organizational-transformation/

Available as a classroom **In-Person (IP)** course, a scheduled **Live-Online (LO)** course

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For more information or to register, please contact us at:
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