

## ADVANCED WORKSHOP

Organizational change is a difficult process, particularly when programs and initiatives are intended to affect the very core or character of the organization as a whole. Organizations often enter into this process before the types and level of commitment required have been fully considered and obtained. As a result, many of the organizations that have attempted to change have failed.

The **Advanced Workshop** provides a step-by-step plan for leading and managing an organizational change process. This participatory workshop focuses on:

- Achieving culture change buy-in and participation from organization members by validating the need for culture change and pointing out areas where change needs to occur
- Moving beyond culture measurement by identifying the specific impact of culture in terms of business outcomes, as well as potential change targets or “levers” that can be adjusted to improve organizational effectiveness
- Learning to install a proven process for assisting leaders and managers in determining development opportunities, selecting the most fruitful change strategies, and monitoring ongoing improvement efforts
- Getting to the heart of performance difficulties by providing leaders with insightful feedback on how their actions influence others and the culture

1

## WORKSHOP SCHEDULE

Name of Workshop	Date	Price
Foundation Workshop	September 25-28, 2007	\$1,800
Advanced Workshop	October 23-26, 2007	\$1,800

*All workshops are held at the HSI headquarters in Plymouth, Michigan. If enrollment exceeds our conference room capacity, we may elect to conduct the workshop at another local facility. In this event, you will be notified at least one week prior to the workshop with the new location. HSI can conduct either of these workshops at your location. Register for two or more workshop seats and save 10% on your registration fee. For more details regarding any of the above, please contact an HSI Account Manager.*

# ADVANCED WORKSHOP AGENDA

<b>Day One</b>	
<b>Morning</b> <ul style="list-style-type: none"> <li>• <i>Organizational Change Challenge™</i></li> </ul>	<b>Participants Expected Outcome of Workshop</b> <b>Organizational Change Challenge</b> <ul style="list-style-type: none"> <li>• A simulation that provides participants with an opportunity to create a step-by-step plan for leading and managing a transformation or discontinuous organizational change process</li> </ul>
<b>Afternoon</b> <ul style="list-style-type: none"> <li>• Simulation</li> <li>• <i>Group Styles Inventory™ (GSI)</i></li> <li>• <i>Cultural Change Situation™</i></li> </ul>	<b>Initiating Change Within the Organization</b> <ul style="list-style-type: none"> <li>• External environmental influences</li> <li>• Internal environmental influences</li> <li>• Determining whether change is necessary</li> <li>• Obtaining stakeholders buy-in</li> <li>• Creating a culture team</li> </ul>
<b>Day Two</b>	
<b>Morning</b> <ul style="list-style-type: none"> <li>• <i>Organizational Culture Inventory® (OCI)</i></li> <li>• <i>Organizational Effectiveness Inventory™ (OEI)</i></li> </ul>	<b>Planning For Change With the Organization</b> <ul style="list-style-type: none"> <li>• Measuring the culture and climate</li> <li>• Creating a shared vision</li> <li>• Developing the strategy for change</li> </ul>
<b>Afternoon</b> <ul style="list-style-type: none"> <li>• <i>Leadership/Impact® (L/I)</i></li> <li>• <i>Stress Processing Report™ (SPR)</i></li> </ul>	<b>Continuation of Planning For Change With the Organization</b> <ul style="list-style-type: none"> <li>• Assessing leadership's impact on the organization</li> <li>• Identifying current leadership strategies</li> <li>• Managing the stress of the organizational and personal change</li> </ul>
<b>Day Three</b>	
<b>Morning</b> <ul style="list-style-type: none"> <li>• <i>Management Effectiveness Profile System™ (MEPS)</i></li> <li>• <i>Personal Effectiveness Inventory™ (PEI)</i></li> </ul>	<b>Continuation of Planning For Change With the Organization</b> <ul style="list-style-type: none"> <li>• Discovering management competencies</li> <li>• Developing the skills necessary for change</li> <li>• Reinforcing individual contributor development</li> </ul>
<b>Afternoon</b> <ul style="list-style-type: none"> <li>• OCI/OEI Report</li> </ul>	<b>Implementing Change Within the Organization</b> <ul style="list-style-type: none"> <li>• Addressing specific needs for attainment of the vision</li> <li>• Aligning climate factors to support cultural expectations</li> <li>• Establishing training opportunities</li> <li>• Dealing with resistance</li> </ul>
<b>Day Four</b>	
<b>Morning</b> <ul style="list-style-type: none"> <li>• Case Study</li> </ul>	<b>Institutionalizing Change Within the Organization</b> <ul style="list-style-type: none"> <li>• Institutionalizing processes throughout the organization</li> <li>• Assessing the change process</li> <li>• Documenting the lessons learned</li> <li>• Maintaining the change</li> </ul>

## MATERIALS INCLUDED WITH ADVANCED WORKSHOP

### Advanced Workshop Materials are valued at over \$3,200.

Materials received *at* workshop:

- LSI STYLUS® 1 and LSI STYLUS® 2 Report
- Survival Simulation
- Group Styles Inventory™ (GSI)
- Cultural Change Situation™
- Cultural Change Situation™ Leader's Guide
- Organizational Culture Inventory® (OCI) - Current
- Organizational Culture Inventory® (OCI) - Ideal
- Organizational Effectiveness Inventory™ (OEI)
- Leadership/Impact® (L/I)
- Management Effectiveness Profile System™ (MEPS)
- Stress Processing Report™ (SPR)
- Personal Effectiveness Inventory™ (PEI)
- Turnaround™
- Envisioning a Culture for Quality™
- OCI/OEI Sample Report

Materials/discounts received *after* workshop:

- **STARTER KIT**
  - 25 OCI – Current (includes processing fee)
  - 25 OCI – Ideal (includes processing fee)
  - 25 OEI (includes processing fee)
  - 1 OCI/OEI Detailed Report (to include up to 5 subgroups)
  - 1 Leadership/Impact® (L/I)
  - 1 Leadership/Impact® (L/I) Leader's Guide
  - 1 LSI STYLUS® 1 & 2
  - 1 LSI Conflict™ Kit (Self-Development Guide and Inventory)
- 5% discount for life to individual completing workshop



39819 Plymouth Road C8020  
 Plymouth, MI 48170-8020 U.S.A.  
 Phone: 800.622.7584 734.459.1030  
 Fax: 734.459.5557  
 Email: [info@humansynergistics.com](mailto:info@humansynergistics.com)  
 Web: [www.humansynergistics.com](http://www.humansynergistics.com)

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