



Master Performance.
Realize Results.



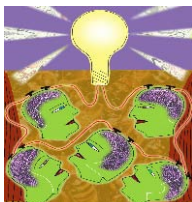
GMP Mastery™ Coaching Workshop Description

The First “Common Sense” Principle of Performance Mastery: **“We must be Curious and Creative!”** requires that all managers be capable of strategically and effectively leveraging change to drive innovation in their organization.

To remain competitive in increasingly aggressive markets, organizations (and individuals in them) have to adopt a positive attitude to change. Ignoring or trivializing a changing trend can be costly. This workshop starts a discussion with managers on how to be one step ahead of rivals, set trends, and leverage change in order to thrive, not just survive.

Techniques for planning and implementing change are also discussed, to help us maximize potential gain. Techniques to achieve the best from staff by using their strengths and involving them at all stages of the change process are also explored.

You will be challenged to evaluate your effectiveness as a change agent and develop a specific and customized action plan for applying the workshop critical thinking and practice points to your organization. This exercise allows you to evaluate and improve your change-management skills.



Leveraging Change

Workshop Critical Thinking and Practice Points

Understanding Change

- Why Change?
- Understanding the Causes of Change
- Recognizing Sources of Change
- Categorizing Types of Change

Planning Change

- Focusing on Goals
- Identifying the Demand for Change
- Selecting Essential Changes
- Choosing a Timescale
- Making an Action Plan

Implementing Change

- Communicating Change
- Assigning Responsibility
- Developing Commitment
- Changing Culture
- Limiting Resistance

Leveraging Change

- Monitoring Progress
- Reviewing Assumptions
- Maintaining Momentum
- Building on Change