

“Leading Effective Change Workshop”

Be a catalyst of change for the better! Welcome, Anticipate & Execute it!



Introduction

Change is inevitable! The only constant in life is still change. We refuse to change, we will be ultimately be changed to nothing.

As Max DePree said, “We cannot become what we want to be by remaining what we are”.

Heraclitus of Greece (513 B.C.) – “There is nothing permanent except change”.

Therefore as leaders we must be the champion and a catalyst of change all the time. We must lead, empower and influence positive change to survive the future and win with our people.

This program is packed with key drivers that will help, inspire participants to lead, empower and influence change effectively.

Program Objectives / Learning Outcome:

At the end of the programme, participants will learn to

- 1) To better realize how change process can impact one as an individual. So they can help their people to go through it successfully.
- 2) Acquiring the skill of handling the different phases of change for individual.
- 3) Equip the skills of engaging their people to optimize performance during change.

Profile of Program Facilitator & Coach

Dr. Daniel Choo DTM is an experienced well sought after leadership and organizational change professional. Serving and providing consulting solutions to Fortune 500 customers i.e. HP, Intel, KPMG, SonyEricsson, Philips, DaimlerChrysler, Mitsubishi Electric, Murata, Nomura, etc., He has been in corporate training, facilitating and coaching management groups from all over the world engaging them in being the catalyst of change to their organizations through their leadership role modeling.

He holds a **PhD in Business Management. A Distinguished Toastmaster. USA. Past Division Governor** serving HK, Macau, Thailand and Singapore. **A Certified Coaching member with ICF, IAC and APAC.**



His **consulting work** involves diagnosing development areas in inter and intra-workgroups communications, coordination and conflict management processes in clients’ organizations and coming up with measurable and sustainable solution roadmap through personality-task fit profiling, counseling, coaching, training, performance feedback processes and standards consulting.

His **coaching work** involves one to one sessions with Senior Management and small group coaching for Senior Corporate Executives in the areas of Organizational leadership, business strategic planning session, creating value change through innovative Blue Ocean cutting edge strategies. He flies with management teams for their annual retreats and helps them to come out with future strategy for their organization roadmap.

Daniel has worked with organizations including **Intel, Hewlett Packard, Sony Ericsson, Philips, Nomura, Murata Electronics, Mitsubishi Electric, Daimler Chrysler, SSMC, KPMG, Fairchild Semiconductor, Singapore Power, TIMKEN, AC Nielsen, EPCOS, Siemens, Mediacorp, SPH, IDA, Prime Ministers Office (ITD), MAS etc.,**

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Target Audience

Directors; Managers; Supervisors and Executives who need to lead and create high impact influence for their people.

Program Duration - 3 options:

2 days for 16-20 pax maximum per class (intensive)
1 day for 16 to 20 pax maximum per class (Express)
4 sessions of 3-hour coaching (progressive mode)

Program Outline

Module 1: Mindset Change – Understanding why change is necessary.

Module 2: Partners for Change – The Leader and People. The 6 values shifts – The level of change.

Module 3: The ACT Change Response (Show) and The Roller Coaster Curve.

Module 4: Implementing The Change Matrix Model.

Module 5: Why Change Fail” 8 Reasons by John Kotter. 8 Stages Change Process.

Module 6: The 11 Commandments of 21st Century Organizational Paradigms. Organizational success in Change!

Programme Methodology

We include **humor and colorful stories** from our corporate management career as well as personal life to lighten the mood.

Interactive Experiential Learning Workout & Action Learning

Participants will get to talk about the current challenges that they are facing, what have they done and how did they do it to manage their current challenges via **a variety of energizing activities with intensive and fun interactions!**

Participants will be facilitated to talk about what have worked for them and what didn't and the reasons for it as they have perceived it to be.

They will identify their own situations from case studies shown from tested video training materials.

Break up into smaller teams to brainstorm on solutions and come to a consensus on how they will manage those situations.

The facilitator will guide them in cases where their solutions are either not practical enough or convincing enough by giving live demonstrations of techniques with a clear process and framework using handy toolkits based on different case scenarios and people of different personality

Closing the Feedback Loop through Engagement (Role-play) Practice

Participants will then put what they have picked up into actions through role-play practices. During the role-play, feedback will be given through self, peer, and facilitator critique

Application of Concepts

Towards the end of the workshop, participants will be facilitated to develop their own individualized S.M.A.R.T action plan for them to implement learning back at work