



# Conversations on Change: A Practitioners' Masterclass

## “The Human Dynamics of Change”

*"The human side is much harder than the technology side and harder than the process side. It's the overwhelming issue..."* [Mike Hammer - "Re-engineering the Corporation"]

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### TARGET AUDIENCE

Senior executives leading, managing or being impacted by change

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### DURATION

This is a half-day event

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### OBJECTIVES

1. Present innovative and proven practical change solutions.
2. Showcase in-house research and field experience referenced to change management thought-leaders.
3. Demonstrate unique and practical change templates to manage the change roadmap.

To present insights and practical guidance - based on in-house research and field experience - to help you to address your current key questions. Outlined below are some typical examples:

#### How do we understand our environment?

- What are the current trends and developments that impact us?
- What does change management mean in the current environment - and specifically in our country and business culture?
- Why does it fail?
- How do we understand and exploit the key dynamics within organizational leadership for full benefit realisation?
- "How do we transform our organisation - how do we become situationally aware?"

#### Who are we?

- What is our role?
- What do we need to do to enhance ourselves?
- What is our journey? Where are we now? Where do we want to get to?



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## How can we improve?

- What framework of questions should we be currently asking?
  - How do we think differently?
  - How can we apply change management insights in ways that directly address the people issues in our organization?
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## MASTERCLASS STRUCTURE AND CONTENT

Note: To make this event as interactive as possible we hold a brief Q & A session immediately after each section.

### Intro and Welcome

#### The Change Landscape

- What's happening out there and what does this mean for us as organizational leaders?
- Where the focus usually is - and where does it need to be?

#### 7 Recurring Themes of Organizational Change Leadership Failure

- The major themes that we, as organizational leaders, need to understand and focus on - so that we realize the benefits of our strategic objectives.
- How do we do this?

#### What Is Our Role In All Of This?

- Who are we as change leaders?
- Who owns the change process?
- The scope of our role?
- Descriptions of our role - the different roles we play?

#### Case Studies From The Frontline

- Looking at practical case studies highlighting successes & failures and insights from the "front line" on a selection of the recurring themes of organizational change leadership failure.
- Illustration of the role of change leader and facilitator in these situations.

#### How Organizational Leaders Successfully Address The Human Dynamics Of Change

- What we, as organizational leaders, should be focusing on throughout the early stages of the life cycle of a change initiative.
- Presentation and introduction of a change guide for organizational leaders.



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## Next Steps? [for discussion]

- Who are we and what is our change journey?
- How can we migrate to this new position? What has to happen?
- How do we find and exploit the "tipping point"?

## Wrap Up - Q & A - Informal Discussion

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### DOCUMENTATION

N.B. Outline summaries will be available in hard copy and full documentation will be emailed at the conclusion of the session.

- The Change landscape
  - 7 Recurring Themes of Organizational Change Leadership Failure
  - What is our role in all of this? - Personal Observations and Examples
  - How Organizational Leaders Successfully Address The Human Dynamics of Change
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### SET UP - BRIEFING AND FOLLOW UP

We will email you a requirements briefing document which contains questions and points for your consideration and email response.

Following receipt of your requirements briefing, we will hold a meeting or skype call with you to discuss with you in more depth, your specific requirements and the current issues and questions to be included in the scope of the masterclass.

Approximately one week after the masterclass, we hold a meeting or skype call with you to debrief, discuss feedback and the next steps.

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### INVESTMENT FEE

US \$2,888 nett and agreed reasonable expenses (return flights from Singapore, taxis, accomodation and subsistence)

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### BOOKING

Email: [stephen@antonyconsulting.com](mailto:stephen@antonyconsulting.com)

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## RECOMMENDATIONS

"Stephen is a very dedicated, reliable and intelligent leader in his field. It has been my honor to work with Stephen and exchange thoughts frequently. I can only recommend Stephen, his articles and his work... he is a distinguished leader within the industry that keeps developing new ideas and keeps evolving within an ever changing industry"

**Dr. Christoph Lymbersky, MBA, MAcc, BOND University Ltd.**

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"Working with Stephen and exchanging ideas and information was enriching. Stephen is highly ethical and passionate about his field of expertise... and with his focus on people rather than processes he has established himself as a trusted advisor to many and an expert in his industry. "

**Linky Van Der Merwe, Sr Project Manager (PMP)| Consultant**

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"Stephen is a Change Management professional. He is dedicated to helping organisations to initiate the right change and make it stick. Stephen is living his passion, which is obvious from all professional output."

**David Frood, Author: "The Thinking Corporation"**

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"My endorsement of Stephen Warrilow is a little like a student endorsing their teacher. I came into contact with Stephen via his Change Management Practitioners Masterclass Programme. Stephen certainly gained my respect at that time as I found this Programme to be an excellent resource for today's change management practitioner."

**Ann Divers, Change Management Specialist**

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"After being thoroughly impressed with the quality of the material on Stephen's overwhelmingly comprehensive Change Management Informational website I was equally so impressed when I met with him for a 121 strategy session in July 2012. Stephen works quickly, energetically and intuitively based on his deep and focused experience coupled with his inherent drive to design solutions that best fit his clients needs. He is a skilled and knowledgeable professional and most refreshingly, Stephen - Walks his Talk!"

**Angela Lewis, Business - Design and Management**

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