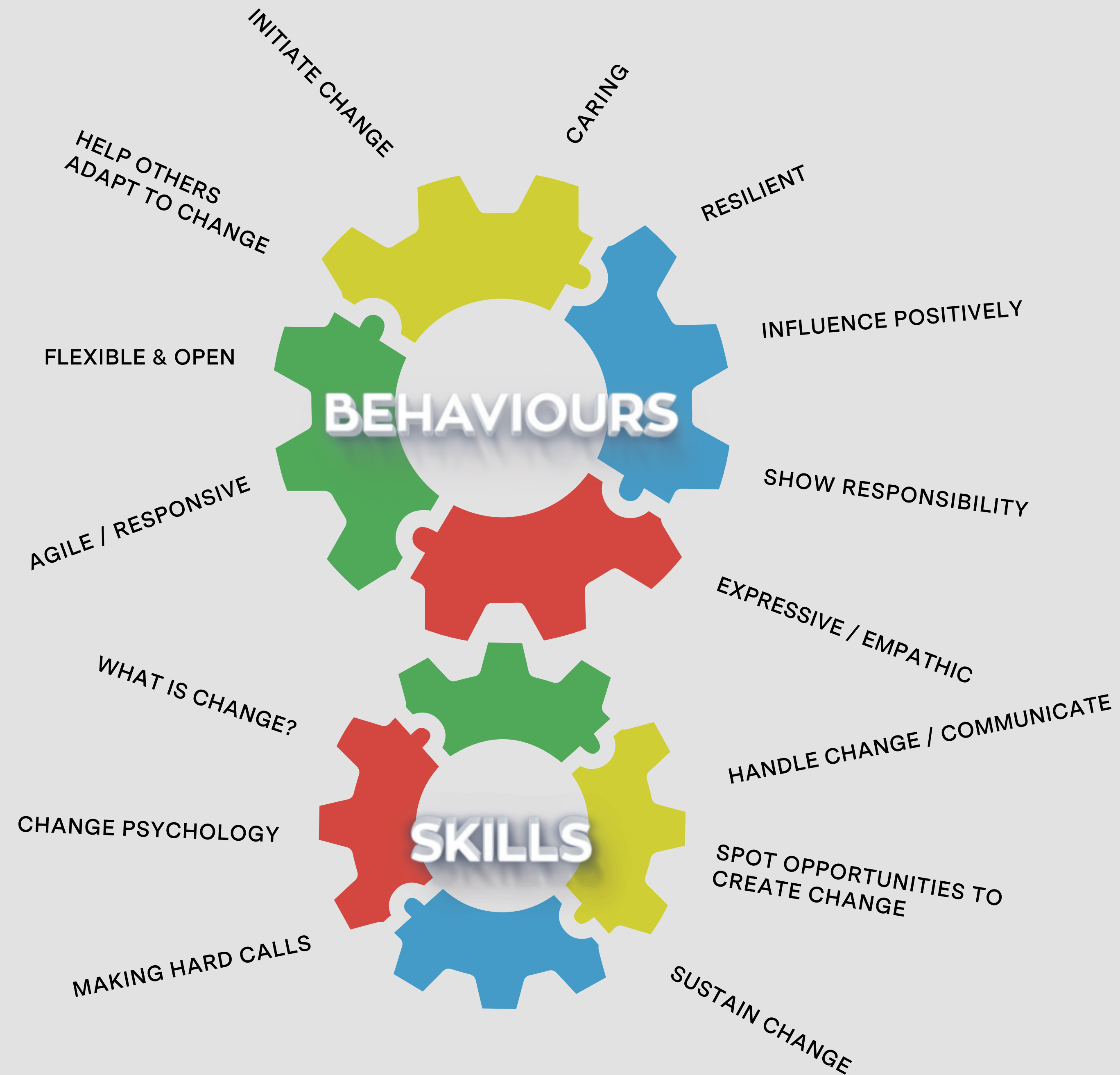


Behavioural Leadership.
Humanised.

EVOLVING

The Keywords



WHAT is EVOLVING?

Evolutionary processes give rise to diversity at every level of the organisation and allows them to transcend towards greater sustainability by aligning products and services with internal capabilities, whether technological, personnel, technical or commercial. Organisations evolve and this is the only constant! Political instability, natural disasters, social media, and the world financial catastrophe have pushed organisations to rethink their approach in the wake of intense evolvment. Those who will succeed will have to go through the process of metamorphosis and come out the other end agile and resilient. Make changes today for a better tomorrow!

WHY is it important?

Evolving organisations challenge the way things are done and inspire people to meet those challenges and make changes that are sustainable. To ease the way pass the change curve organisations have got to motivate their employees to be ambitious and to achieve the organisational goals.

Evolution occurs when employees learn from each other. Very often more senior employees demonstrate 'The correct way' to make decisions or process work. Organisational evolution focuses on the 'grass root level' looking at the structure and process of actual change.

It is often the irrepressible qualities of intuition, creativity, cooperation, anticipation and generosity, and the ability to self-organise, solve problems and face up to difficulties, that allow individuals in an organisation to contribute to its growth and evolvment.

Solution Description

HOW do we build an **EVOLVING** Workforce?

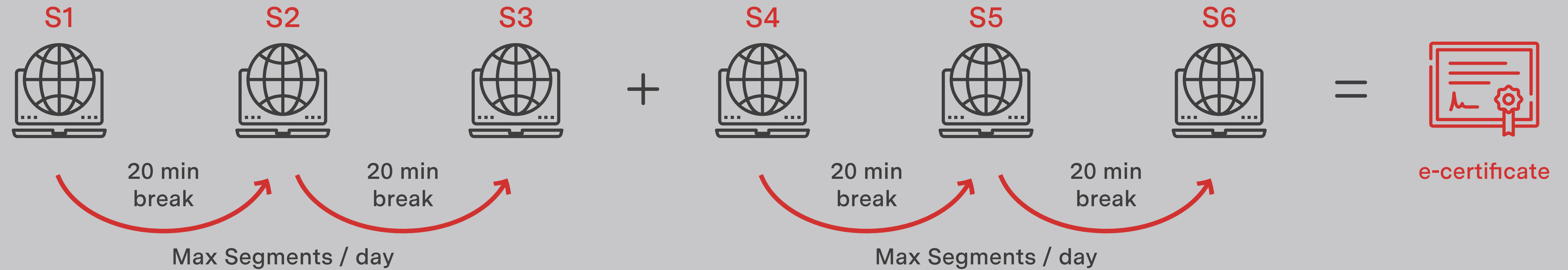
Successfully evolving organisations, empower and encourage people to act, to challenge the way things are done, make decisions and implement those decisions to reflect positive change. People understand the impact of change on themselves and others and they are the drivers of change who are broad minded, independent and ambitious.

An evolving organisation is forward looking, creates a shared vision and leads the way to yield results from change. Senior leadership teams need to evolve and facilitate the process of creating new mind-sets. Individuals, teams and entire organisations adapt, grow and prepare for future challenges. They learn to change what they do and how they do it. Consequently, they will grow 'bigger' minds for solving 'bigger' problems. Organisations seeking to adapt in turbulent times currently cannot force change through purely technical approaches such as restructuring and re-engineering. They need a new kind of leadership capability to re-frame dilemmas, reinterpret options and reform operations on a systematic basis.

Organisational culture change requires sturdiness, assertiveness and a particularly strong willpower to achieve. Meaningful change requires professionals with purpose and clarity of vision. Executives from all over the globe are feeling the pressures of change now more than ever, as its pace is constantly increasing. In order to remain competitive one must focus his or her thinking on structures, systems and processes.

How We Do It?

Duration and Schedule - a total of 6-12 Interactive Digital Segments of 90 min each



Learning Process



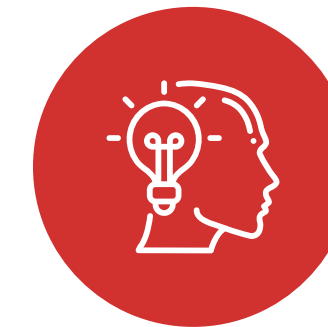
Macro Learning Intervention Options

1:1 &/Or Group Coaching

Self Driven Intense Reading

Social Learning
(Digital Passports and
Learning Partner Agreements)

Digital Practicum-
Assignments – ALP's



Micro Learning Intervention Options

LMS – Mobile App. Access to
Micro Content

Videos – Audio Learning Shots

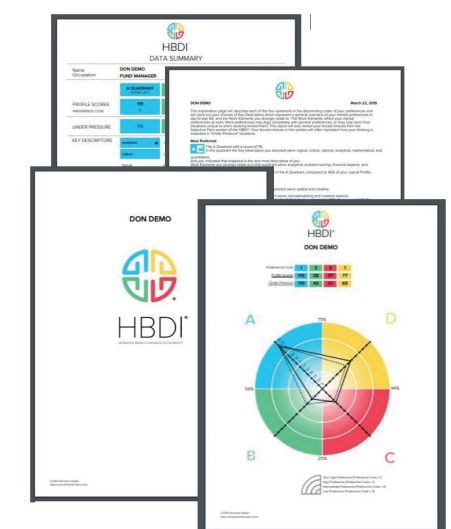
Gamification and A.I.
Based Learning

Articles, Tips, Do's / Don'ts
Digital Cards



Recommended Assessment

The Online HBDI®
Change Profile



Module 1: The Evolving Circle the Evolving Business Environment & the Burning Platform

Understand the bigger picture of
evolvment in your own organisation.

Evolving organisations; What does it take to
make them work?

The qualities and behaviours of evolving
delegates.

Module 2: Responsiveness & Resilience to Change

Appreciate and identify opportunities for
growth and change in your own sphere of
business.

Appreciate and understand the change
psychology.

How will this understanding help you to
manage the impact of change on yourself
and others, including the emotional
dimensions of change.

Appreciate the impact of thinking
preferences and cognitive preference /
diversity in the workplace and the
sustainability of change.

The impact the cognitive style makes on
personal drivers, priorities and
receptiveness to change.



For Delegates

This programme is designed for the front-line delegates and professional staff / Supervisors. They will be living the evolving behaviours as well as appreciating opportunities for change and the impact of that change on both the organisation and their own goals. Delegates will be engaged in a way that fosters their ability to manage change in order to respond to challenges and make appropriate decisions to leverage the situation. Participants will learn how to appreciate and demonstrate the behavioural drivers of implementing changes like flexibility, being able to focus, agility, resilience, drive and reliability. They will also be practicing and building the skills to demonstrate these behaviours as follows:

- How to become a skilful opportunity maker who implements and sustains change for the sake of achieving sustainable organisational change.
- How to address the impact of change on oneself, peers and customers (internal or external), addressing the emotional dimensions of change.
- How to live change and understand the variables in relation to clients.
- Moreover, they will be able to build the skills of influencing by involving the various stakeholders in implementing sustainable change.

Module 3: Live the Change & Make the Transition

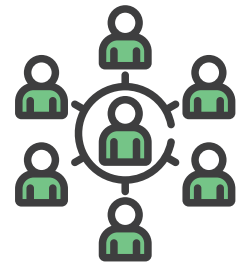
Being resourceful in coping with change.

Help peers to live and implement the
change in order to proactively grasp
opportunities.

Be a viral change agent.

Influence stakeholders to cope with and
implement the new ways.

Managing stress caused by change.



For Managers

This programme is designed for managers in organisations who are encountering changes and turbulence, whether this is due to internal factors, external factors or both. Behaviours like resilience, flexibility, proactive thinking, dependability, influencing and understanding will be demonstrated in this programme. By doing this, managers will appreciate the created change and its impact on the organisation, the teams and their own goals. managers will be engaged in a way to foster their agility to the change and be able to respond to any challenge and make positive decisions that sustain the identified changes. They will also be practicing and building the skills to demonstrate these behaviours as follows:

- Understand the need to evolve with the evolving business environment and proactively act on the opportunities that it generates.
- Be aware and appreciate the impact of change on themselves, peers and their team members.
- Learn how to deal with and address the emotional dimension of change.
- They will be able to build the skills of influencing by involving the various stakeholders to implement the sustainable change and achieve the anticipated results.
- How to be forward thinking and how to identify opportunities for growth, be an accomplisher and derive results from change.

Module 1: The Changing Environment & Inspirational Driven Organisations

Why do we need to be inspired and driven managers, in today's fast-paced changing business environment?

Behavioural challenges that managers face in building an organisation performance culture.

How these challenges impact the performance and inspiration of delegates?

What are the qualities of inspiring and driven managers? What behaviours demonstrate this?

Module 2: The Inspired Results Driven Manager

What is the performance management cycle? How does it work?

What is the role of management (John Adair) in managing, in performance goals, individual performance and team performance?

The performance management cycle - who, what, why, when and where!

Module 3: Inspiring Team Members to Drive Results

Writing well defined performance objectives and standards.

Assigning tasks to improve individual performance.

Setting smart objectives that build valuable individuals, teams and organisations.

Determine what motivates different personality types - apply motivational theories to different team members.

Make appraisals a meaningful process for both managers and employees.

The impact of feedback on performance and how to raise performance levels.

The Manager's role in inspiring the various types of people.

Understand the impact of personality style on the perception and inspiration.

Module 4: The Inspired Driven Manager as a Coach to Improve Productivity

Coaching as an inspirational tool to drive success. The importance of coaching for the coach and the coachee.

Develop the capability and ability to coach others. Enhance your and other's performance through coaching. Manage change and complexity through coaching.

Good leaders in bad times - How do you know if your team is inspired enough?

Always be on the lookout for inspired and motivated people.

Plan to approach, influence, coach and grow inspired people.

How to protect the inspired people from negative and uninspired people?

Module 1: The Evolving Circle & Evolving Leaders

The evolving business environment and the burning platform.

Understand the bigger picture of involvement in your own organisation.

Evolving organisations; What does it take to make it work?

The qualities and behaviours of evolving leaders and their contribution to evolving organisations.

Module 2: Responsiveness to an Evolving Environment

Create the changes that are deemed important for the sustainability of the business results.

Appreciate and identify opportunities for growth and change in their own sphere of business. Be able to strategically gather and analyse the data and information (to propose, make and implement the right changes)

Show willingness to capture these opportunities.

Being creative in overcoming hurdles to capture the growth opportunities willingly and with great resilience.

Module 3: Resilience to the Changes

Understand the preferences of various people towards change.

Appreciate and understand the psychology of change.

How will this understanding help you manage the impact of change on yourself and others, including the emotional dimensions of change.

Appreciate the impact of thinking preferences and cognitive preference / diversity in the workplace and the sustainability of change.

Build strategies to manage and reduce stress and fear caused by the uncertainty of change.

Module 4: Sustaining the Change Results

Understand the complexity of stakeholders mapping in a change situation.

Influencing and handling resistance.

Foster an environment of change and inspire others to cope with the change.

Sharp communication and how this inspires people in a change situation.



For Executives

This programme is designed for leaders and senior executives who are concerned with the proactive creation of solutions to counteract challenges and capture opportunity induced change drivers. Behaviours such as being proactive, risk taking, resilience, agility and sharp influence will be demonstrated in this programme. Leaders and senior executives will appreciate their proactive role in leading, creating and making sustainable changes that have a positive impact on their organisations. Your valued Executives will be engaged in a way that fosters their proactive resilience and will be able to respond to challenges and opportunities to make positive decisions that sustain the identified change. They will also be practicing and building the skills to demonstrate these behaviours as follows:

- Understand the concept of the burning platform of change and capture the posed opportunities proactively.
- Create, manage and make changes in their organisations and at the same time withstand the volatile environment and complexity of stakeholders' management and mapping.
- Commonly understand the uncertain side of change on people and various stakeholders. Learn how to deal with and address the emotional dimension of change in various situations.
- They will be able to build the skills of influencing by involving the various stakeholders in implementing the sustainable change and achieve the anticipated results.

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Evolving

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