LEADING ORGANIZATIONAL CHANGE

Change is inevitable. Learn to lead through it.

Strong leaders maintain stability during periods of transition, and the best way to manage it is to be prepared. Our short 3-day course, Leading Organizational Change, introduces an entirely new system of thought for approaching change. Collaborate with peers in hands-on exercises and learn how to apply nine simple change-management tools to real-world scenarios. Our immersive approach will help you increase your flexibility to adapt to new processes and develop strategies for successfully navigating organizational restructuring. This course is essential for professionals in organizations currently undergoing structural change or planning for it in the future.

WHO SHOULD ATTEND

Individuals who participate in teams of any size as well as leaders who want to change their organizations. This unique experiential learning opportunity teaches participants how to leverage diversity in experience, expertise, and work styles to increase the chances of success of your change initiative.

FACULTY

Adriano Pianesi has 20 years of leadership development, team coaching, and change experience built on capacity development, possibility thinking, and sound strategy. A member of the Society for Organizational Learning, Adriano holds an MBA in Communication/Group Dynamics from the University of Milan. Adriano trained at Harvard Business School, Harvard Kennedy School and the Art of Hosting, where he refined his repertoire of experiential and innovative teaching practices. His consulting practice has helped leaders work for change by harnessing the powers of conflict, diversity, and complexity. Among his clients are Microsoft, Philip Morris International, The World Bank Group, Rotary International, Pan-American Health Organization, U.S. Environmental Protection Agency, NASA, U.S. Marine Corps.

TUITION

$3,800 for the 3-day course

20% discount to JHU and JHHS employees $2,560

JHU employees may use tuition remission for the seminar

LOCATION

Baltimore Harbor East
## LEADING ORGANIZATIONAL CHANGE

### Course Agenda

#### DAY 1

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>8:30AM-9:00AM</td>
<td>REGISTRATION AND BREAKFAST</td>
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</table>
| 9:00AM-12:00PM (Including a Coffee Break) | MORNING SESSION  
  - INTRODUCTION: Key Principles and the Operating System of Change  
  - DISCUSSION: Developing your Change Management Skills  
  - CLASS ORIENTATION: Hands-on learning about change with nine practical tools |
| 12:00PM-1:00PM | Mobilizing large groups for change #1 OPEN SPACE TECHNOLOGY & Lunch  |
| 1:00PM-4:00PM (Including a Coffee Break) | AFTERNOON SESSION  
  - What kind of Problem is change? #2 THE DOMAINS OF CHANGE  
  - Insights from Five Theories of Strategic Change: An Overview  
  - Discussion and Reflection |

#### DAY 2

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| 9:00AM-12:00PM (Including a Coffee Break) | MORNING SESSION  
  - Does this change fit the culture? #3 THE COMPETING VALUES FRAMEWORK  
  - Hands on: Why me? Change Agents public confessions  
  - Discussion: What Change I would like to implement? Why?  
  - Got the power? #4 INFLUENCE STRATEGIES/BASES OF POWER |
| 12:00PM-1:00PM | LUNCH AND AFTERNOON PREPARATION                                            |
| 1:00PM-4:00PM (Including a Coffee Break) | AFTERNOON SESSION  
  - What do people say about your change? #5 THE FACTION MAP  
  - How to think politically and respond to the opposition #6 BUILDING BUY-IN  
  - Discussion and Reflection |

#### DAY 3

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| 9:00AM-12:00PM (Including a Coffee Break) | MORNING SESSION  
  - Things Change-makers say #7 CHANGE MAKERS NARRATIVES (blind spots)  
  - Mapping my change initiative: #8 THE CHANGE CANVAS |
| 12:00PM-1:00PM | LUNCH AND AFTERNOON PREPARATION                                            |
| 1:00PM-4:00PM (Including a Coffee Break) | AFTERNOON SESSION  
  - Hands on: Bringing it all together with the Change Canvas Cards  
  - Learning together during change: #9 PEER LEARNING FORMATS  
  - Discussion and Final Reflection |