

## Understanding & Leading Change

### Module 6 of the ToP Facilitative Leadership Program

#### WHO IS IT FOR?

**Understanding & Leading Change** is for anyone wishing to improve the effectiveness of their communication and interaction with others, when managing transitions under the influence of diversity, uncertainty, or change:

- With application from one-on-one contact to large group processes, for any interaction that matters
- Not just people who stand up in front of a group as the obvious leader of a discussion or workshop, but also those who are happy to help a group from within the group
- Not just in big rooms with whiteboards, but also over coffee tables and on telephones, in any setting
- Not just dealing with events while they are happening, but also designing interactions to maximise the chances of successful outcomes

#### LEARNING OUTCOMES

At the end of this Module, each participant will have the knowledge to:

- Understand and apply practical methods, tools and techniques to identify the status of change in an organisation or community
- Design a change intervention for an organisation or community group
- Identify and apply appropriate tools, and techniques in their everyday work environments.

At the end of this Module, each participant will be able to:

- Develop an understanding of the major social processes/organisation dynamics influencing organisational functioning
- Develop an understanding of the different operating cultures present in an organisation
- Develop an understanding of how individual relationships (approach/role/style) to change impacts organisational change efforts
- Develop a plan to apply a change strategy in a community or work environment

**Interactive delivery** is by facilitators who have demonstrated skills in training and learning support, and sound experience in leading effective transitions and change processes.

#### WHAT IT COVERS

- ▲ Dynamics of Change
- ▲ Roles and readiness in Change
- ▲ Systems in Change
- ▲ Designing Change Maps
- ▲ Real-life applications

Material addressed or presented in the training is drawn or adapted from established and emerging developments in facilitation and communication practice, and a range of practical models of human intelligence, behaviour, communication, dynamics and learning, to deepen understanding, assist in diagnosis and design, and encourage application.

#### LEARNING EXPERIENCE

Experiential and adult learning principles support the learning and application of tools and techniques by grounding these in actual work projects of participants.

This builds competence and confidence in the continued use of principles and methods, and deepens understanding of the profound role of facilitation in leading change.

At the end of the training each participant will have a certificate of attendance, a comprehensive set of course notes, and proposals for application and practice of their learnings in real-life situations

#### CONTACT



[ToP-GIFL.com](http://ToP-GIFL.com)

## WHAT PARTICIPANTS SAY

### About the content and resources:

- ▲ Very valuable!
- ▲ Enormous learning and a fantastic journey
- ▲ Deeper understanding of how to facilitate change as well as role of facilitation
- ▲ Adds value to my life and work
- ▲ Models which could be readily applied
- ▲ Made me pause/reflect on past and present practice – opened up new ways of approaching situations
- ▲ Gave an opportunity to learn about myself, group dynamics and also renewed logic to design
- ▲ Valuable refresher and introduction to new concepts that will change my future approach to facilitation tasks
- ▲ Good reflective opportunity for making meaning of ‘what has happened’ and ‘how to do better’ next time!
- ▲ Challenged my approach to design, my thinking on organisation shared views/values, my bad habits
- ▲ Great to have affirmation of what I know – great to have a really big list of what I now want to learn, what I haven’t known until now
- ▲ Terrific course – put us on a journey to exploration. Outstanding!

### About the leaders:

- ▲ Very knowledgeable and enthusiastic
- ▲ Great interaction
- ▲ Good presenters; well structured material clearly explained – they walked the talk
- ▲ Leaders showed great energy and enthusiasm
- ▲ Excellent!
- ▲ Wizardry

## PROFESSIONAL PATHWAYS

This is Module 6 of the **ToP Facilitative Leadership Program**, which is offered internationally by the **ToP Global Institute for Facilitative Leadership** (a Registered Training Organisation - National Provider 52360). See [Top-GIFL.com](http://Top-GIFL.com)

Completion of all seven face-to-face Modules of the ToP Facilitative Leadership Program is a requirement for being assessed as a **Certified ToP Facilitator**.

This Module relates to a unit of competency which forms part of the Australian qualifications:

10443NAT **Diploma of Facilitative Management**

10444NAT **Graduate Diploma of Facilitative Leadership**

Negotiations are currently underway with universities on potential articulation to higher postgraduate awards.

A qualification can be awarded after all required units of competency are completed and a Statement of Attainment is issued. To receive a Statement of Attainment, a participant needs to complete the **Assessment** for each Module or unit. A fee is payable for undertaking Assessment.

## CUSTOMISED OPTIONS

The **core** of the package includes:

- Two days of face-to-face interactive delivery (can be split into two one-day sessions for in-house delivery)
- Pre-consultation for in-house sessions to tailor content and resources to the needs of participants
- A comprehensive participant manual

Content examples and learning activities can be **tailored** to client needs for specific applications such as:

- project management
- project/program evaluation and reporting
- stakeholder engagement/community participation
- cross-cultural communication and application
- training design and delivery (train-the-trainer)

Potential **expansions** include:

- Additional time focused on grounding learning through case study analysis, scenarios and role plays
- A follow-up advanced session after 3 to 6 months to deepen learning and reinforce application
- Post-session coaching and mentoring to enhance application of learning

