

# LEADING CHANGE IN COMPLEX TIMES

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DEVELOP THE SKILLS  
TO LEAD AND NAVIGATE  
CHANGE IN COMPLEXITY

Leading change is daunting, yet a necessary capability. Organizations exist in dynamic environments where certainty is rare and regardless of how well aligned or functioning interdependent parts are, the unexpected will come along and wreck havoc. In short, “stuff happens” and complexity is constant. But you can work with it.

*Leading Change in Complex Times* helps leaders think about change and uncertainty differently. In this learning lab, you gain the skills to adapt to emergent conditions and harness the forces of change for innovation and resiliency. This lab deepens your understanding of how to create patterns of innovation, collaboration, and agility - core elements that enable success in today's business environment.

**Sign up today to step boldly and strategically into the unknown.**



# THE EXPERIENCE

Change arises from self-organization, the innate ability in any organization to create new, emergent structures and patterns in response to challenges or new conditions. Our *Leading Change in Complex Times* is a hard-hitting, three-day learning lab that prepares leaders to use the principles of self-organization in complex and challenging situations. It is a deep dive into the science of change and complexity from which participants emerge with the capability to navigate change and adapt to their ever-changing environments. The course content is packed with accessible concepts, practical tools, and application exercises.

Engage change and complexity with a purpose and a plan.

Over three days you will experience:

- **How change happens.** Experience interactive discussions, videos, and case studies to get a comprehensive understanding of how change happens.
- **Change simulations.** Participants are immersed in a simulation to experience complex change as it unfolds and practice applying new skills and concepts to engage change in its different stages.
- **Change navigation.** Become equipped with the latest change tools and go through experiential activities to practice real-world application and change navigation.
- **Change strategy mapping.** Build a roadmap and framework for approaching change in your organization. Complete the course with greater options for action and a guide to navigate your own complex change process.

## DAY 1 AGENDA

- Complexity and change
- The landscape of complexity
- Self-organization and video discovery
- Change Dials™ practice

## DAY 2 AGENDA

- Our proprietary change process
- Change tools
- Building your change canvas
- Change simulation

## DAY 3 AGENDA

- Leadership and change
- Neuroscience and change
- Integration and application

# LEARNING OUTCOMES

This learning lab gives you the ability to...

- Understand the foundational theories of complexity science
- Influence and navigate the speed and direction of change
- Use simple tools and models to enable change and resiliency
- Navigate and diagnose change using ChangeFusion's proprietary Change Dials™
- Build a change strategy and blueprint for success
- Create patterns of collaboration, innovation, and adaptability in organizations and teams
- Build involvement plans that gain system-wide support and mobilize collective action
- Lead boldly and demonstrate the personal courage necessary to meet the anxiety that comes with change

We designed our curriculum from years of business expertise leading and navigating change in complex business environments.

Our tools are informed by the latest thinking in change theory, complexity science, neuroscience, and positive psychology.

# OUR DIFFERENTIATORS



## Involvement

Successful change and resilience hinge on system-wide involvement. This course is designed to help you mobilize others and engage participation in change across your organization. Doing this ensures greater sustainability of your change effort, leads to innovation, and helps you know the skills others need to embrace the unknown and adapt to new conditions.



## Change Dials™

This course focuses on the six core conditions that support self-organization (our proprietary Change Dials™). These dials, based on principles from complexity science and neuroscience, help leaders navigate the complexity of change and create the conditions for change to thrive. We equip participants to tune these dials and influence the speed and direction of change in their organizations.



## Leadership as a cornerstone

Facing change and uncertainty is hard. The pain is real. This is why personal courage and leadership are critical. This course makes your leadership stance a key factor in success. We refine your leadership presence and help you step into your full potential to lead, even in the unknown.



“I walked away from this session with an entire paradigm shift on how to see and navigate change.”

# LET'S GET DOWN TO BRASS TACKS.

<b>Tuition/cost</b>	\$1,999.00
<b>Duration</b>	Three-day training
<b>Date</b>	March 9-11, 2016, October 17-19, 2016
<b>Who should attend</b>	Leaders (all levels), executives, organization development / human resources professionals, change agents (anyone leading or navigating change)
<b>Location</b>	Falls Church, VA; This course is available as an in-person, customizable option for your organization
<b>What's included</b>	Custom-designed ChangeFusion workbook and a comprehensive toolbox of change tools, including the Change Canvas, Change Dashboard, Change Narrative, and Involvement Framework



## OUR CREDS

500+

people trained in this program to date

4.9/5

program quality and effectiveness

“Thanks for the thought provoking and intense session. I have a path to make change happen.”

**MAKE CHANGE HAPPEN.**  
CALL US TODAY.



ChangeFusion helps organizations achieve change, define strategy, shift culture, and build the capacity of their leaders and people. We do it with hard-hitting business acumen, heart, soul, and style. Call 571.405.6798 today to learn more.

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