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## Enlightened Change Now!

### Dealing with Change and Building Resilience

We further accelerate complexity and dynamics of the (working-)world through technological developments, technical and social networking every day. “Permanent change becomes the reliable constant of our world” (E. Geffroy). To initiate changes pro-actively and work with them strategically requires knowledge of instruments as well as a deep understanding and a systematic approach regarding the anxieties that predictably are involved in the process. In short, it requires professional leadership through the resulting organizational dynamics.

The next centuries will be imprinted by grave changes (shifting of the world trade power to the east, various grave imbalances, resource diminishments, ecological alterations, migration etc.). This will require enormous adaptations on all levels of societies to keep overall stability. To serve as templates how to deal with these acute and future challenges we need to build such change-competencies and implement such change in organizations willing to become convincing pioneers in establishing *learning organizations* drawing on knowledge from different perspectives with a diverse workforce.

#### Your profile

You are

- leading already or in preparation for a leadership-role
- responsible for innovation, knowledge-management or change in your organizational unit
- or confronted with deep competition that can only be met by collaboration on your side.

#### Your profit

The participants are aware that successful change depends on holistic and simultaneous management of different levels.

- You will understand the chances of a *learning organization* inclusive to a diverse workforce
- and the challenges to get there
- You will understand the (team, organizational, even societal) dynamic of change processes
- and the principles of resistance
- You will reflect own leadership approaches towards change and learning
- and gain and experiment with methods and instruments to deal with change

#### Workshop content

- Conscious leadership in times of quick changes
- Demands on leadership: working world, chances of diversity and the vision of the learning organization.
- Individual resistance, team and organizational dynamics
- Implementing and managing change

A methodological mix is used. Theoretical interdisciplinary impulses, examples, self-reflection, and analysis enables participants to reflect on change, how to implement new ideas in general, and the *learning organization* specifically. With simulation games, you gain in-depth practical understanding including emotional experience and you develop competencies to deal with the challenges and pitfalls of change management.



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**(Change Simulation - including this, the workshop needs 3 days:**

Theoretical introduction, intense simulation of a company's change processes and participants transfer to other contexts. Core topics of the simulation:

- Leading organizational change towards a learning organization;
- Experimenting with interventions;
- Organizing a change process;
- Resistance during organizational change.

The game participants form an external change team that can choose from and experiment with a wide range of actions, while the supporting software provides immediate feedback. In a few rounds, the change team guides the company's employees through the various psychological stages involved in a change process.

The change simulation game is a powerful training tool for senior and middle management, offering an ideal vehicle for individual and shared reflection about change processes within organizations and how they should be approached in relation to relevant theories. The game is based on a broad spectrum of theories, including innovation, resistance, the learning organization and phases of organizational change and transformation.)

**Format**

The workshop is given over 2-3 days. Group size 9-15 participants. Certificates are compatible with ECTS, so can be acknowledged by universities.

**Referee**

Dr. Silvie Klein-Franke, Certified Management Consultant (CMC). Constantinus-Award for staff development and training, 2008. Expert and auditor for a variety of institutions. More than 20 years of leadership and change responsibilities for heterogeneous teams in the tertiary education sector. Detailed experience: <http://www.ideasxskills.eu/Profile.htm>

**References:**

Europeans Women's Managers Development Network, UN-PRME, Stifterverband der dt. Wissenschaft, University of Göttingen, Würzburg, Stuttgart, Basel, St. Pölten and Wels, FemTech Austria, Max-Planck-Society, Management Centre Innsbruck, Counties of Tyrol and Vorarlberg, Tyrol Health Insurance, Employment Centre Vienna, Women's academy Munich, Mentoring Platform Tyrol, kofrah-ch, Julius Blum GmbH, Kommunalkredit Austria, Lufthansa Technical Training, PDA-Group, Rolls-Royce Europe.