

2½ Day Seminar

Together Profiting
from Change!™



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HBDI™ Certified
Herrmann Brain Dominance Instrument™

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“When an organization is not doing well, it is not motivation that will speed it up. What it needs is education and awareness to turn it around.”

-Ernesto Verdugo

All too often seminars, although intense and dramatic experiences, remain isolated from the real world. The learning, which seems so profound in the seminar room, is difficult to transfer to everyday life. After a few weeks, the experience has become a memory of something we did, rather than an integral part of a transformed life. That is why we created **Together Profiting from Change!™**

The objective of this seminar is to help your organization every step of the way to transform the business environment.

We believe that the most difficult change to accomplish is the change of environment; in other words, the attitude of people which forms the company culture. However, this is the change that creates the biggest impact in the productivity of an organization. In our experience, the common denominator of successful change initiatives, is a strategy that places people first; a strategy that honours the past as it embraces the future, empowers through sincere communication, and strengthens through learning - every step of the way! The typical change initiative focuses on the business issues - strategies, structures, systems, and practices; but in the final analysis, also focusing on the human issues. The aspirations, attitudes, and behaviours of your employees will determine your success.

This seminar is fully customisable to your organization needs!

“Change does not necessarily assure progress, but progress implacably requires change. Education is essential to change, for education creates both new wants and the ability to satisfy them.”

-Henry Steel Comager

Attitude
Synergy
Communication
Team Spirit
Progress

EXTRAORDINARY TIMES CALL FOR EXTRAORDINARY TRAININGS!®

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Format

This seminar is our “Flagship Seminar.” It has transformed various organizations in over 10 countries. In this seminar you will be taken on a powerful and enjoyable transforming journey where you will actively learn and participate in simulations that will help you understand the vital differences between change and progress.

Your team will leave with a strong sense of Team Spirit and a readiness to support change initiatives. They will understand that the changes happening in the organization are nothing but progress initiatives.

A problem well-defined is a problem half solved

Too often in organizations, time, energy and talents are wasted on solutions that only address surface issues, and therefore do not create real change. This workshop provides a forum and a dynamic process for exploring the root cause of complex issues. It provides techniques for generating an explosion of ideas, grouping those ideas, determining relationships among the groups, setting priorities, defining goals and defining the tasks needed to achieve these goals.

Together Profiting from Change!™ is exactly what your organization requires to propel itself through the turbulent waters of today's marketplace.

Modules	Focus
<p>Understanding the Difference between Change and Progress.</p> <p>The ultimate goal of this module is to introduce the fundamental concepts of change, and establish a foundation for understanding that progress can be achieved through positive change.</p>	<ul style="list-style-type: none"> • The dynamics of change • Exploring change models • Individual Change ability • Understanding company culture • The value of intellectual capital • What drives business? • Decision making
<p>The Process of Changing</p> <p>There is some science to the art of changing. This module provides a set of guidelines for developing strategies to address the human and organizational culture issues.</p>	<ul style="list-style-type: none"> • The Effect of Politics in an Organization • Taking Responsibility vs. Blaming • Communication • Defining Virtues, Values & Beliefs • Learning: building capacity for change • Reward, reinforcement, incentives
<p>Strategies for Building Commitment</p> <p>The personal decision to commit is only reached after one has concluded that they will be able to make a difference, to somehow contribute to the effort in a meaningful way. <u>Until a critical mass of committed people has been reached, your initiative will stagnate.</u> Our objective is to help you address the emotional requirements for commitment, to quickly engage the hearts and the brains of your people.</p>	<ul style="list-style-type: none"> • Emotional Intelligence in the workplace <ul style="list-style-type: none"> - Accelerated learning skills - Developing new habits - Conquering the Fear of Failure - Setting a new team mindset • Discover and include everyone's potential • Generate enthusiasm • Establish a sense of urgency • The Whole Brain Dominance Profile
<p>Strategies for Developing a Compelling Future</p> <p>This module will help people understand the triumph of personal accomplishment, and the honor of contributing to the team. It will help participants understand and gain perspective to exceed expectations. This session will help Managers to set objectives and will help them learn how to follow them up.</p>	<ul style="list-style-type: none"> • Developing courage to accept, embrace, and enjoy change. • Balancing big picture thinking with the details. In the face of change, learn: <ul style="list-style-type: none"> - what you can do for you, and - what you can do for others • Expectations • Set Backs • Shared Leadership • Coaching Skill • Feedback

Together Profiting From Change!™ workshops can be held at your facility or an off-site location for groups of various sizes. For immediate response to your questions and for further information, you can contact us at:

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