

Leading Organizations in Adaptive Change

Dates **April 8-11, 2014**
Begins Tuesday, 9am
Ends Friday, 12 noon

Fee **\$2,250***
GISC Members: \$2,200

CE hours **22**

Faculty **David Verble, MS, and Michael Walsh, MBA**

**Multi-person discount available when two or more people attend from the same organization.*

In order to survive and thrive in today's ever-changing business environment, organizations must employ strategies to be adaptive and ready for change.

The primary function of leaders is to focus and then engage the people and systems of the organization in these critical adaptations. Providing focus on purpose and adaptive priorities requires sound problem solving and strategic thinking.

Ultimately, leaders can only communicate the urgency and need for adaptive change. Single-handedly, they cannot make all the systemic and process changes necessary to create the new performance capabilities required for survival and sustained success.

This workshop focuses on how to lead and engage those who work in those processes and systems to take responsibility for making adaptations and improvements, by developing problem solving capability to decide and execute those changes effectively.

This program will explore the dual social and technical leadership roles that leaders of adaptive change must employ, and introduce key thinking and relationship skills needed to perform them. Participants will have opportunities to reflect on their current capabilities for both functions and to experiment with practices, perspectives and behaviors that will help them build those capabilities.

*The fee for the program is \$2,250 for the first person attending from each organization. Subsequent people attending from the same organization will receive a 25% discount to encourage multiple attendances so that colleagues deepen their mutual understanding and can work together on their own organizational needs.

Benefits

Participants will build on their strengths and enhance their capabilities for:

- Applying GISC-based leadership skills and perspectives in initiating and facilitating improvement of key business processes.
- Leading large-scale change programs that require understanding, alignment, and support at all levels in the organization.
- Using the Plan-Do-Check-Act cycle as a tool for leading problem solving, process management and improvement, experimentation and learning in both social and technical realms.
- Increasing the focus, commitment and effectiveness of departmental, cross-functional, and project teams.
- Engaging and aligning employees at all levels on improving value creating processes focused on delivery to customers.
- Recognizing multiple perspectives and appreciating resistance to respond more productively to social and political opposition to organizational and cultural change.
- Using self-reflection, awareness, inquiry, dialogue, coaching, feedback, and presence to enhance leadership capabilities.

Participants

This program is designed for leaders, directors, managers, program managers and project leaders responsible for addressing strategic priorities by initiating adaptive change and leading business process improvement and cultural transition.

The Gestalt International Study Center (GISC) is a nonprofit educational organization engaged in personal, professional, and organizational development worldwide. We provide tools to spark extraordinary change in leaders, organizations, practitioners and individuals. The GISC offices are located at 1035 Cemetery Road, South Wellfleet, Massachusetts, on Cape Cod. We offer training at the Wellfleet Center and at locations around the world.



GESTALT INTERNATIONAL STUDY CENTER
Registration Form
For Workshops & Conferences

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Company Name: _____ Position: _____

Preferred Mailing Address - Work / Home : _____

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Work Phone: _____ Home Phone: _____

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Current Profession (please check all that apply):

Coach Consultant/OD Leader/Executive Psychotherapist Nonprofit Educator Other _____

Professional Affiliations/Associations:

ICF (Int'l Coach Federation) OD Network APA Other (please specify) _____

How did you hear about this program? _____

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I am a GISC Member: I would like to join GISC: \$125/year

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Cancellation Policy: Refunds are available up to 21 days prior to a program, less a \$35 administration fee. When cancellation is made with a notice of 20 days or less, tuition will not be refunded, but may be applied to a future program within the next calendar year.

Email, mail, or fax along with your payment to:

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