

# LEADING BOLD CHANGE

CHANGING AND SUCCEEDING UNDER ANY CONDITION



**HURRY**  
LIMITED PLACES  
**100 ONLY**  
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Endorsed by and based on Prof. John Kotter's - 8 steps of Leading Change

## OBJECTIVES

- Builds organisational capability for Leading Change
- Gives people, at all levels, critical leadership skills needed to help their organisations
- Accelerates specific change objectives in any major organisational change
- Brings to life world renowned principles examined by Prof John Kotter including Leading Change and Our Iceberg is Melting



**AUCKLAND**  
**14<sup>TH</sup> MAY 2010**  
(1 Day Program)  
Hyatt Regency Auckland



**BOOK: TEL: +64 7 838 1098 / [www.globalachieverscompany.com](http://www.globalachieverscompany.com)**

## LEADING BOLD CHANGE...

is an interactive workshop experience that teaches leaders at all levels to drive change through the practical application of John Kotter's PROVEN PRINCIPLES for effective change. The experience connects the heart of those who must embrace and lead change today with the mindset necessary to ensure future success.

## THE PENGUIN EXPERIENCE...

John Kotter's fable Our Iceberg is Melting is an international phenomenon based on his 8 steps of change.

- Builds organisational capacity for successfully embracing change in an increasingly uncertain world.
- Gives people, at all levels, the critical leadership skills needed to help their organisations win – by identifying and doing what needs to be done.
- Accelerates specific change objectives in any major organisational initiative such as innovation, strategy implementation, service improvement, process re-engineering, culture development, etc.
- Brings to life the world-renowned principles examined in John Kotter's seminal book Leading Change as well as the award winning creativity of current international bestseller Our Iceberg is Melting: Changing and Succeeding Under Any Conditions.



## AUDIENCE GOAL

**Individuals** who may or may not have a specific change goal but who nonetheless should be counted on to take action when they see things that need to be done

**Teams** with specific change goals that are responsible for implementing part of a change effort

**Increase level of change readiness.** Choose at least one goal during the workshop for which they will create a structured Individual Action Plan to guide their efforts

**Accelerate achievement of change goals** – and will leave with a structured Team Action Plan

## PROGRAM DEVELOPMENT

For decades Professor Kotter refused to create any training courses because he had "seen too much training that makes too little difference." To create a training program that was worthy of representing his ideas, John was adamant that it not be created in isolation. He insisted it be driven by customer demand and tested to ensure it actually helps people and organisations take their change efforts closer to reality. In addition to Becton Dickinson, another Fortune 500 company with global operations [Black and Decker] was brought in to help develop and test the program concepts. Black and Decker tested the program at the executive level with 130 members of its Global Operations Team, and internationally with audiences that included management, first line supervisors, and front line employees. It was further tested with sales and marketing groups, in the factory and with corporate administrative groups.

## PROCESS

Participants work in teams and learn the eight step change model backwards and forwards. Teams create presentations that show the links between the steps and illustrate with examples.

The process starts with pre-work. This includes reading the book and completing an online assignment that forces participants to consider a real change effort they can or will be involved in. The importance of this step cannot be overstated.

The workshop experience involves individual reflection, group processing, and individual and team-based decision-making. Because of the strong impact of visual stimuli in helping the brain to process and remember concepts and ideas, graphic representations are emphasised both in classroom décor, and while envisioning the change effort.

Next, participants view a macro-level exploration of change and how it affects their organisation. From this vantage point, the need to embrace and lead change is reinforced. Finally, macrolevel changes are seen to contribute to "fissures" that indicate a need for change at all levels within the organisation. With a need for change at all levels, the context is set for developing leaders at all levels.

Interestingly, most participants agree that the Antarctic penguins from the story tend to have many similarities to human beings in their own organisations – especially as it relates to their reaction to change. The workshop leverages the iceberg metaphor when needed to help participants get past frequently uncomfortable issues.



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## PROGRAM SYNOPSIS

In the story of Our Iceberg is Melting there is Fred. Fred is a mid-level penguin who makes a rather unnerving discovery; the iceberg that his colony of penguins refers to as home appears to be melting! Given the reception other penguins received in the past when they suggested a need for change, Fred is tempted to ignore his discovery and just go about his business. (Sound familiar?) But luckily for the colony, Fred decides to take action. After a series of encounters and meetings with penguins of all types, a decision is made, and some teams are formed with the task of addressing the problem...

This story nicely describes the two key issues that face organisations that intend to survive and thrive:

1. First, how do we get folks (like Fred) who see things that need to be done – to show initiative, step up and take action?
2. Second, once specific change initiatives are determined, how do we give our teams the insights, tools, and plans they need to be successful?

## TWO TARGETED AUDIENCES

Our first goal was to create a program that was versatile enough to accommodate two different types of audiences:

1. Individuals with or without a defined responsibility for a specific change; and
2. Teams that are going to be responsible for implementing a specific initiative. Further, we needed to create an approach flexible enough to accommodate both audiences being in the same workshop.

## OUTCOMES FOR PROGRAM PARTICIPANTS

- Leave with a thorough understanding of the characteristics of leading successful change efforts
- Understand the importance of having leaders at all levels – that identify things that need to change (get done) and take action
- Understand the forces that affect successful change; both positively and negatively
- Assess the current state of the organisation's own efforts to effectively deal with and embrace change
- Identify (at least) one thing that needs to be changed that is within the influence of each individual or team
- Create a visual map of the current state of their organisation within the context of changes that affect it
- Complete a gap assessment to identify where change readiness gaps are, where to place emphasis, to effectively lead and implement change
- Work individually, or in teams, to complete an action plan that guides decision making, provides a record of their intentions and structures their actions back on the job
- Learn from and provide insights to other participants in the workshop

## THE TRAINERS



### Greg Kaiser

Greg Kaiser is a world leading trainer, facilitator and organisational consultant on leadership and change.

During his illustrious career Greg has worked with many of the world's

thought leaders including Ken Blanchard where he was instrumental in growing the organisation from \$10 - \$40 USD million. He also co-founded eCorporation; a leading internet business incubator, Travelago LLC., the largest video destination guide on the internet and Rovion, Inc., www.rovion.com an award winning, rich media technology company.

Today, Greg is a founding principal of ISB Global where he serves as President and Chief Business Development Officer.

As a workshop facilitator and consultant, Greg leverages his extensive operations experience combined with long term training and product development relationships with the world's premier thought leaders, to work with executive teams and facilitating work groups to produce meaningful change and tangible results.

Greg has been implementing this program within US Based Fortune 500 companies and US Government Agencies.



### Paul Rigby

Paul Rigby is Vice President for International Operations at iSB Worldwide and a certified master consultant for Leading Bold Change™ based upon the works of Harvard Professor, John Kotter.

A regular keynote presenter at global industry conferences, Paul passionately delivers Leading Bold Change to large corporate and government organisations globally.

Paul's proven ability to conduct business on a global stage gives him the experience to successfully assist organisations of any size or scale to successfully reach their business objectives. Paul's easy going demeanor combined with years of practical line business experience make him a valued consultant partner to all of his clients.

Today, Paul leads the international efforts of iSB Worldwide facilitating client engagements, coaching iSB business partners and overseeing its global distribution network on behalf of numerous bestselling authors.

## THE AUTHOR



### Prof John Kotter

(Please Note: John Kotter will not be in attendance)

Harvard Business School Professor John Kotter is widely regarded as the world's foremost authority on leadership and change. His is the premier voice on

how the best organisations actually "do" change.

In his newest work, A Sense of Urgency, Kotter shows what a true sense of urgency in an organisation really is, why it is becoming an exceptionally important asset, and how it can be created and sustained within organisations.

John Kotter's international bestseller Leading Change—which outlined an actionable, eight-step process for implementing successful transformations—has become the change bible for managers around the world. Our Iceberg Is Melting, the New York Times bestseller, puts the eight-step process within an allegory, making it accessible to the broad range of people needed to effect major organisational transformations.

Professor Kotter writes and talks to groups with one and only one goal: to motivate action that gets better results.

# Registration Form

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## Leading Bold Change

**Yes!** Please register me for - Leading Bold Change:

### Registration Details

Mr/Mrs/Ms/Dr \_\_\_\_\_ First Name \_\_\_\_\_ Surname \_\_\_\_\_  
Position \_\_\_\_\_  
Organisation \_\_\_\_\_  
Address \_\_\_\_\_  
State \_\_\_\_\_ Country \_\_\_\_\_ Postcode \_\_\_\_\_  
Telephone \_\_\_\_\_ Fax \_\_\_\_\_  
Email\* \_\_\_\_\_

*\*Required for confirmation details*

### Additional Registrations (for multiple registrations, please copy)

Participant 2	Participant 3	Participant 4
Title _____	Title _____	Title _____
First Name _____	First Name _____	First Name _____
Surname _____	Surname _____	Surname _____
Organisation _____	Organisation _____	Organisation _____
Position _____	Position _____	Position _____
Telephone _____	Telephone _____	Telephone _____
Fax _____	Fax _____	Fax _____
Email* _____	Email* _____	Email* _____

■ **One Day Seminar \$1095<sup>NZ</sup>** (INCLUDING 12.5% GST) **14th May 2010 - Hyatt Regency, Auckland**

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