

METANOA

CREATIVE PRESENT DYNAMIC FUTURE

How to achieve performance
and commitment when
implementing change.

" ... an excellent introduction to a range of tools and frameworks which will assist those newly entering the change field and also those fully ensconced."

*Deputy Director
Cultural Alignment & Communication*

Implementing Results Driven and Long Term Change

Photo- Eugene Fernandez
Sculpture By The Sea -Bondi Beach- 2008



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Implementing Results Driven and Long Term Change

Overview

This program will provide participants with a practical approach to influence and implement results driven change. This is a highly experiential and interactive workshop focusing on practical and pragmatic strategies using national and international best practice examples.

The program also draws on current research on change, neuroscience, psychology and organisational dynamics

Key benefits

Focusing on Key Results whilst building for the future

Learn how to influence change successfully

Develop strategies to overcome resistance to change

Develop an action plan to address your current needs

Understand how to build a successful change team

Know how to apply current practices and theories on change and transition

Discover how to critically link organisational culture, technology, people and change

Testimonials

“Great ability to apply models to theory.”

Executive Officer
University Sector

“ ... an insightful program with contemporary examples and guidance to follow-up reading and development.”

Group General Manager
Building & Construction

“ ... very useful thanks mainly to Eugene’s ability to impart knowledge and his exceptional facilitation skills.”

Head of EZE, JAPA
Financial Services



Implementing Results Driven and Long Term Change

Agenda-You will learn about:

Change in turbulent times

What change is
Turbulence & change
Identify types of change
Change in good/tough times

Values, beliefs and culture

Individual and organisational values/ beliefs
Maintaining core values through tough change
Change & cultural memes

Results Driven Change

Focusing on key results
Rewards drivers
Performance standards
Building direction, focus and capacity
Teaming

Current Research on the Brain and Change

Hardwiring and change
Building new pathways
Biology of belief and changing core beliefs
Neuroplasticity and you
Reflection and mindfulness

Mapping change

Audit current change practices
Understand the process response mapping
Diagnose patterns of behaviour
Identify patterns of hindrance and progress
Barriers/ resistance to change
Identify organisational, individual and cultural barriers
Understand stages of concern
Strategies to deal with resistance
Identify barriers to creativity/ innovation

Reframing and changing perceptions

Implementing change

Manage technological and cultural change
Develop guiding principles for change management
Manage the pace of change
Develop success and celebration rituals

Building a successful change management team

Identify roles and responsibilities within the team
Identify and manage team diversity
Build commitment and enthusiasm

Develop change champion skills

Managing the political activity

Identify how to use influencing strategies
Understand the 20% rule
Nurture the network to promote effective change
Sell your change project
Making hard decisions empathetically.

Pre program work

Participants are asked to complete an inventory of current (or recent) changes in their workplace. This information will be used as relevant case material within the program.

Flexible Design

Designed to meet your organisations needs
Half day briefing
and/or
Modularised over two days
and/or
A real organisational change issue or project can be used to build the change skills outlined in the program

Principal & Facilitator- Eugene Fernandez

Eugene Fernandez has over 20 years experience facilitating organisational development, and dynamic change processes within organisations internationally.

Many teams and organisations use him as an organisational therapist and facilitator, bringing individuals and groups together.

Some of his clients have included: Bunnings, BHP Billiton, Beak & Johnston, Cerebos, Carlton United Fairfax, IPSOS, Mars, MMI, Oilsearch, Roche, Reserve Bank, Sun Microsystems, Thomas Cook, Sun Alliance, Viking, Sinclair Knight Merz, State Revenue, State Rail and various federal and state government departments and universities.

Over 3000 managers have actively participated in his development interventions.

His style is challenging and highly participative. Eugene's processes lead people to realisation and cathartic change.

Eugene's specific expertise lies in designing programs that include a whole organisation framework enabling deeper and more sustainable learning and growth. He has a unique strength of blending the latest research and theory to leadership and organisational practices making them both robust and extremely practical.

Eugene has an international reputation for his work in action research/learning. His current

research focuses on assisting senior managers in developing and implementing deeper thinking and reflection processes to deal with complexity, uncertainty and change.

His previous roles include: Program Director for Melbourne Business Schools Mt Eliza Centre for Executive Education. Asia-Pacific No1 Executive School. Managing Director for Metanoa, a boutique consulting business; Senior Partner, International Management Centres Association; Program Director, Australian Graduate School of Management (AGSM); Management Consultant/Trainer for the Australian Institute of Management; and Manager of Organisational Development and Diversity for a large Australian Government Department.

He is a member of the Australian Institute of Company Directors, The Australian Human Resource Institute and a Fellow in Organisational Development at the International Management Centres Association.

He holds a Master of Philosophy majoring in Organisational Change & Strategy with distinction and various other qualifications in human resources and business. He is also accredited in the TMI, MBTI, Belbin, FiroB, BaronEQi, CPI, Benchmarks 360, Spiral Dynamics Integral, Conflict Dynamics, Birkman, Learning

Styles and Workplace Mediation. He is currently completing his Professional Doctoral Thesis on helping Senior managers to reflect and think differently.

"Eugene's commitment and enthusiasm towards people supports his outstanding ability to inspire and motivate others to bring out the best in themselves He has an exceptional ability to intuitively understand a person after a very short period of time, and use his sharp intuition to focus you in the direction of positive change. His programmes really help you make your own decisions about how to personally grow and develop."

Mitch Glanville
General Sales Manager
Mars



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