

**META
LEADING CHANGE**



SYNOPSIS

The program aims to help participants understand the nature of change, provide a framework for leading change, and adapt it to company's context as well as learn skills in communicating change so that they can manage change more effectively.

OBJECTIVES OF PROGRAM

- Discuss the imperative of change
- Apply META framework for leading change
- Understand the impact of change on individuals
- Learn how to communicate change
- Develop skills in receiving feedback during the change

METHODOLOGY

The workshop combines lectures, role-plays, group discussions, videos, case studies and group projects. A major part of the workshop is very interactive to create greater self-awareness plus learning experience from peer group members.

DAY 1

Session One **Understanding Change**

- Nature of Change
- Activity: Life Images
- Video: Race without a Finish Line

Session Two **META Framework for Change**

- *M*apping the Plan
- *E*nhancing the Relationships
- *T*ransposing into Actions
- *A*nalyzing the Implementation

Session Three **Enhancing the Relationships**

- Communication = Content + Relationship
- Survey Affinity & Relationship
- Apply “Enhancing the Relationships”

Session Four **Transforming Mindset**

- Group Juggle

DAY 2

Session Five **Transposing into Actions**

- STAR change champions
- Emotional Stages
- Activity: STARFRUIT

Session Six **Communicating Change**

- Video: The Grapevine
- Apply: “Transposing into Actions”

Session Seven **Listening Effectively**

- Critical Listening Skills
- Handling Negative Feedback
- Activity: Debate

Session Eight **Analyzing the Implementation**

- Activity: The Connection
- Personal Action Plan