

Organizational Lift Program

OL500 | Length: 5 days

Lift Your Organization and put change into action

In today's volatile workplace, our Organizational Lift (OL) is a result of an approach which builds skills from integrating our three areas of competency: Change Management, Leadership and Team Development, and Initiative & Project Management. OL is also a composite area within itself that focuses on competencies and behaviours that should constitute an organization's metabolism. The overall effect is the development of a resilient organization.

The program draws upon the latest strategic thinking, current research findings and case studies into how organizations manage the change process, project management and individual and organizational leadership. You will use real world business challenges to help you develop highly practical solutions to your specific organizational challenges

This program is ideal for

Mid to senior managers and leaders who are responsible for leading and implementing initiatives within their organization.

Learn more about our [Organizational Lift Approach](#)

Value to the participant and your organization

During the five days you will learn to:

- Build relationships and have conversations that influence others and get results inside and outside the organization.
- Learn how and when to apply different types of thinking – systems thinking, critical thinking, and creative thinking – to a problem or opportunity and how to work with stakeholders to make and implement decisions.
- Learn about how you as an individual deals with change.
- Develop the tools, confidence and language to effectively execute change.
- Learn how to create authentic change.
- Assess your own company's ability to change and understand how to benchmark this against best practice

- Learn how to communicate the rationale for change effectively and create a context that supports change
- Empower others to act on the change strategy.
- Provide project participants with knowledge and practice using a flexible, efficient ten-step process that provides planning without overkill, control without being cumbersome.
- Learn and apply proven project management techniques to smaller, short-term projects.
- Participants will work in small groups to apply techniques for gathering, analyzing and communicating essential information specific to each project management step.

Your organization benefits from a manager who is able to offer immediate and practical solutions for executing successful change strategies, project management initiative and lead the organization through practical leadership communication and strategic thinking in order to LIFT the organization level of performance.

Outcomes

- Enhance your understanding of the leadership, change and project management process and how they link together to improve the overall organizational performance. Skill at bridging the gap between senior leadership and the front line
- Improved the impact of the organization
- Heightened leadership resiliency
- Ability to collaborate and communicate better across your organization
- Learn the skills required to initiate, execute and embed change
- Improve overall leadership within the organization

Program Agenda at a Glance

Pre-program work

- **Assessments** – a personal resilience assessment Pre reading assignment

Day 1

Exercising Influence® - Building Relationships and Getting Results (1 day)

Today's organizations run on influence. Influence enables you to build the relationships you need to get results inside or outside the formal power structure. This accelerated learning program uses our "fitness model" to help develop strength, focus, and flexibility as an influencer.

Through a series of exercises, learn how to plan and prepare for important influence opportunities up, down, across, and outside your organization. Exercising Influence® is a just-in-time learning opportunity, enabling immediate application of new skills to resolve problems and conflicts and achieve outstanding business results. Learn new skills as you work on real-world business situations.

Day 2

Strategic Thinking™ - Dynamic and innovative organizations require leaders at all levels who can think strategically, anticipate issues, solve problems, and make decisions based on new and emerging information while keeping the long- term vision in mind.

You will have the opportunity to work with a variety of tools, applying them to an important challenge or opportunity in your own organization. You will develop greater awareness of your own biases and assumptions that may stand in the way of achieving results. You will learn how and when to apply different types of thinking – systems thinking, critical thinking, and creative thinking – to a problem or opportunity and how to work with stakeholders to make and implement decisions.

Day 3

Developing Resilience During Change –When an individual is experiencing high levels of change, their capacity to adapt can rapidly be depleted. Resilience – the ability to remain productive during turbulence – helps people achieve better outcomes for themselves and their organizations. You will learn why change can be challenging and introduces a set of seven “change muscles” that help individuals use their energy more effectively as they move through the adaptation process. Participants receive individual feedback on their own resilience, and engage in exercises that provide practice in applying each of the characteristics. They leave with an action plan for strengthening their resilience.

Day 4

Sustaining Change – Making it Stick - Change management is an ongoing priority in many organizations today. Most change is not simply a one- time event that has a beginning, middle and end, but rather individual and organizational change is inherently dynamic. Sustaining Change: Making It Stick will help you, as a change leader, with the critical task of making change stick in ways that offer benefits and advantages at the individual, team and organizational levels. You will learn key elements and tools for reinforcing change from both a task and people point of view. You will gain leadership and engagement strategies to support success through the post-implementation phase of change.

Day 5

Project Management Concepts - Many managers and team members deal with projects that are of short duration, sometimes less than six months, - too big to manage successfully with just a task list on a tablet and too small to benefit from the full array of rigorous, formal project management techniques. Some of these projects include team members who may be new to the area of project management and require exposure to key concepts and best practices in order to achieve effective results.

The program participants will improve their knowledge and practice using a flexible, efficient ten-step process that provides planning without overkill, control without being cumbersome. In this workshop, participants learn and apply proven project management techniques to smaller, short-term projects. Using a ten-step process that maps to best practice models and an international project management standard which focus on five key areas (Project Initiating, Planning, Execution, Monitoring & Control, and Closing), participants apply techniques for gathering, analyzing and communicating essential information specific to each step. Working in small teams, participants practice project planning and executing technique.

Post-Program

- **Support and Application (optional)** – Engage with a TidalShift Coach through 1 hour telephone coaching sessions
- **Assessment (optional)** – Follow up assessment for further development
- **Coaching sessions (optional)**– Extended follow up coaching sessions (optional)