

# Executive Education

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Leading Transformational Change

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## PROGRAM SNAPSHOT

### Duration

5 days

### Location

Carlton

### Program Co-directors

Matt Williams

Jayne Jennings

### Apply now

[mbs.edu/ltc](https://mbs.edu/ltc)

Please refer to our website for program dates and fees.

Note: This program is residential where participants stay on campus and participate in program activities after hours. The program fee covers tuition, meals and accommodation during the program.

Lead the transformation of your organisation. Together, we'll uncover how human behaviour and individual and collective mindsets directly affect the failure and success of change initiatives. You'll gain the opportunity to reflect on your personal reactions to a real change scenario, providing insights into the dynamics of change and how you might influence them in your organisation.

### Who should attend

- Senior managers and executives, responsible for leading change
- Change managers and organisational consultants, seeking to enhance their capacity to lead during ambiguity and uncertainty.

### Learning outcomes

By the end of the program, you will be able to:

- Strengthen your personal leadership to better deliver transformational change
- Understand how you can positively influence individual and group power dynamics
- Develop strategies to lead your organisational system during change
- Understand the importance of listening for the development of empathy in order to foster collaboration during change.

### Program Journey

You will emerge with new skills and behaviours, aligned to your learning goals.

### Pre-program preparation

- 360-degree personal assessment, Leadership Maturity Profile
- Access to program materials through our online-learning platform

### Program

This program explores the following key themes:

#### The nature of transformation

- Thinking holistically about change
- Your organisation: a machine or living organism?
- Leaders as an instrument for change

#### The person in change

- Reflection as a transformative capability
- My unique leadership capacity
- Agility and the role of habits and reactivity
- My leadership journey and transformation

#### Organisational and cultural change

- Awareness of 'the other': developing empathy
- Deeply listening and exploring others' perspectives
- Fostering collaboration during change
- Crossing boundaries: the importance of listening

#### Leading through change

- Dynamics between leaders and followers
- Personal power vs formal authority
- Engaging others back in the workplace
- Goal setting: your personal growth plan
- Broader organisational impact: transformation plan

### Post-program support

- Continued learning through access to program material, facilitators and networking

### Learning methods

- **Interactive workshops**, delivered by world-class presenters, are grounded in academic research to increase your awareness and effectiveness.
- **A lived, change experience** crystallises key challenges faced during change, offering practical insights into behaviour, decision-making, and conscious and unconscious group dynamics.
- **Experiential learning** deepens your insights into group dynamics and provides opportunities to reinforce new learning.
- **Feedback**, including 360-degree diagnostic tools and self-assessments, increases self-awareness and prepares you for your change experience throughout the program.
- **Intensive one-on-one coaching** provides feedback, unpacks issues and consolidates key learnings.
- **Peer-learning groups** facilitate knowledge sharing, collaboration and feedback to ensure you have a powerful and personal experience that drives results.
- **Reflection** allows you to take time out, reflect on your learnings in a broader context and identify obstacles to establish the way forward.

### Program Co-directors

#### Matt Williams

Matt’s approach to change leadership centres on process-driven methods, working with groups in the ‘here-and-now’ to better understand the dynamics of organisations, and encouraging leaders to be more agile and innovative in their practice. This approach creates the space for people to better understand their responses to one another and recognise different perspectives to help them make sense of organisational life in an increasingly turbulent environment.

#### Jayne Jennings

Jayne specialises in deep transformative leadership and organisational development. Her interest lies in harnessing the developmental potential of people in organisations and working with leaders to increase their leadership effectiveness. Jayne’s practice centres around leadership development, culture and change – enabling leaders to consciously develop their capabilities.



## PROGRAM JOURNEY

| PRE-PROGRAM ACTIVITIES   | DAY 1   | DAY 2  | DAY 3  | DAY 4                            | DAY 5  |
|--|---|--|--|----------------------------------|--|
| <b>REVIEW</b><br>Canvas welcome & program information                                | 9:00 am<br>Program Start  | 8:30 am<br>Program Start                                     |  |                                  |  |
|  | Establishing our Culture  | Systemic Change: Which is required?                          | The Person in Change   | Changing Culture                 | Global Shifts in my Organisation                         |
| <b>COMPLETE</b><br>Leadership Maturity Profile Assessment                            | The Nature of Transformation & Leading Change                                 | The Transformational Organisation                            | The Transformational Leader<br><i>(Leadership Transitions)</i> | Changing Culture                 | My Leadership Maturity and its Benefits and Implications |
|  | Leadership Maturity Framework: A Developmental Model for myself and my System | Organisational Transformation: A Case Study                  | The Transformational Leader<br><i>(Leadership Transitions)</i> | The Challenge of Collaboration   | 3:00 pm<br>Final Reflections & Program Close             |
| <b>ATTEND</b><br>1:1 Coaching<br>Session to debrief your Leadership Maturity Profile | Organisational Change Challenges<br>Transformational Peer Coaching            | What does this mean for your Organisation and its Evolution? | Organisational Change Challenges                               | Organisational Change Challenges |  |

## CAMPUS LOCATIONS:

### HEAD OFFICE

#### CARLTON

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