



Discover the secret of change.

Want to develop skills
in high-level strategic
change that you can apply
across your organisation?

You will find this insightful programme invaluable if these conditions apply.

1. You need to navigate complex situations bringing change also involving others.
2. The right outcome is not always clear and/nor the path to achieving it.
3. The changes would be valuable.
4. You are interested in learning innovative method.

Reframing Change offers an exceptional hands-on rigorously researched approach to change and leadership based on Light Touch Change design. Participants learn how to see and enable new possibilities and innovations quite invisible before.

They learn to dissolve problems using light touch changes and the perfect nudge. They achieve power through delicate influence. And they begin to think differently not only about 'problems', but also about the world, leadership and companies. This offering is an exceptional not-to-miss UK opportunity with two of the world-leaders in the field.

LTC Reframing Change.





Reframing

The skills we offer matter not just for you, but also your company or venture. Companies that stay still, go backwards, fast. This workshop is an intensive opportunity for those who value the ability to influence, design successful change and make quality decisions that deliver results. We can safely say there is no other programme like it available.

A Different Approach

Learn a pragmatic, detailed set of influence and change skills based on Light Touch Change's proven science. These will be immediately applied to the real-world strategic issues you and other participants have, with valuable changes and progress realized in the three days. Learn new skills while working on your business.

Benefits

Participants will learn how to:

- identify specific tactics to achieve desired strategies
- challenge unhelpful and dangerous assumptions hindering progress
- manage complex and often conflicting situations and information effectively
- change and influence individuals' perspective and perception
- influence the very powerful 'informal rules' of an organisation
- identify solutions to what appear to be long standing intractable problems
- resolve major organisational blocks with minimal downside.

Benefits for your organisation

- executives and change agents who can implement changes with significantly less disruption and downside
- major strategic problems resolved during the programme while learning new skills
- strategies achieved faster than expected
- significant, protracted issues get resolved and removed as barriers to progress
- improvements in innovation and flexibility.

I feel lucky I am having this opportunity.
Talking to you is priceless.

Brazilian Retail CEO

Change

Structure and style

The Reframing Change programme is an intensive, highly interactive workshop with numbers kept low to enable high levels of focused one-on-one coaching. Participants are expected to work on a leadership challenge or strategy that has significant consequences for their business.

An individual follow-up session is offered to monitor progress on the strategy, embed learning and skills, and ensure issues are satisfactorily resolved.

Topics Covered

Day One: Influential Leadership

- The challenge facing leaders today
- What is effective change – and what it isn't
- How influential leaders work in practice
- How new influential leaders see the world and achieve their goals
- Change and influence techniques
- Driving change through building on strengths and internal motivations rather than coercion
- Skills practice session

Day Two: Strategic Intervention Design

- Skills to identify the core issues and outcomes
- How and where to intervene in a system
- Managing complexity to identify exactly where action is required
- Choosing what and where to change and what not to change
- Shifting perceptions and assumptions.
- Shifting individual and group's perspectives and assumptions
- Designing effective tactics and light touch changes for the perfect nudge.
- Skills practice session

Day Three: Future Mapping

- Review and elaboration of key concepts
- Constraints analysis methods
- Quality checking of interventions and changes
- How to shift long term patterns and culture
- Managing and designing the future
- Scenario Planning
- Refining participants' interventions
- Skills practice session

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in the 21st century”.

IBM Vice President

Workshop

Philip Pryor



Philip is a world authority in light touch change. He is a Thinking Partner, faculty member of the Centre for Thinking Futures, and founder of Morphthink based in Sydney.

A strategic advisor, clinically-trained psychologist, executive coach and specialist trainer, Philip Pryor has worked with light touch change amongst senior executives in Australia, North America and the UK for the last 18 years. Thinking is taking advantage of his forthcoming visit to the UK to offer the workshop.

Philip applies strong business expertise and a deep knowledge of psychology, change, leadership effectiveness, influencing and negotiation.

With experience in a wide range of industries including manufacturing, automotive, energy, pharmaceuticals, technology, finance and tertiary education, Philip has helped CEOs, CIOs and senior managers achieve business, career and personal goals with outstanding success.

Philip's recent clients include: Macquarie Bank, Marsh, Westfield, Sun Microsystems, Wynn Casino (Macau), Toyota Motor Co, IBM and the University of Sydney.

Philip's style is highly practical and innovative and he works closely with his clients to design real-world outcomes that deliver results and save money. Philip specializes in dealing with particularly challenging issues involving conflict, dysfunctional teams and difficult transitions and has extensive experience in helping executives design and implement organisational strategies.

Philip gained his MSW in Psychotherapy from Adelphi University in New York and his Bachelors in Psychology from Otago University in New Zealand. In the UK, Philip worked with Dr James Wilk and studied systems theory and cybernetics, the philosophy of change and linguistics. This work included collaborating on detailed strategic change initiatives with multinational organisations in the UK and the US.

His extensive experience as a leadership trainer includes 10 years as Session Leader of the 14-day Certificate In Leadership programme for the Australian Institute of Management. He also worked in Switzerland for IMD as a coach on their Mobilising People leadership programme. Philip is works in close alliance with the National Learning Institute working on a wide range of projects for national and international clients.

leaders

Angus Jenkinson

Angus Jenkinson is a Thinking Partner and founder of the Centre for Thinking Futures. His career bio includes: change design, professor, tech entrepreneur, industry transformer and leadership coach.

The practical and theoretical work over the last 30 years has concerned mindsets, methods and enterprise tools. The aim has been to simplify and clarify, and thereby improve enterprise flow and resilience. The results fulfil potential, increase local autonomy, enable self-organising, and co-create unique value in a complex world. Angus has become an authority on the design of effortless change, culminating in light touch change for the perfect nudge.

His designed tools, knowhow and workshop inspiration have influenced thousands of professionals, creatives and executives, pioneering global standards. He has led projects with dozens of leading companies, including IBM, WWF, Vodafone and Ogilvy.

Angus has led scores of executive leadership programmes, published three books, numerous papers and cases, and has four in progress with co-authors.

According to IBM's then Worldwide VP of Brand System and Workforce Enablement, Kevin Bishop, "Angus and the team helped us to explore scale and diversity in multiple dimensions, enabling us to understand systemic patterns that ripple across the [global] organization and the type of actions that need to be taken to establish a new type and level of eminence in the 21st century".

Testimonial

At a programme run in Toronto Canada, the group included President of a real estate investment company and the Vice President of a global satellite company. Both were clearly sceptical about the promises made, so they bought their most intractable issues to work on. Their feedback at the end was:

- "The material and skills were highly effective and way beyond what I thought possible."
- "I walked away with a way forward to a million dollar plus issue that I really did not think was possible"

Several participants from Toyota have described the Reframing Leadership programme as

"The best training programme I have ever been on".

Programme Details

Three days programme is offered by Thinking in partnership with Morphtink at variable locations or bespoke for a client.

Investment

£1950 (plus VAT) including three-day course plus two-hour individual post-course coaching session, lunches and materials.

For latest dates and to register your place on the next programme go to: <http://ReframingChangeThinking.eventbrite.co.uk>. Or click the link.

To discuss your specific needs, please call Philip Pryor on +61 411 882 064
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or

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Terms & conditions apply, see event booking for details..

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Issues Resolved in Flight.

Participants of the LTC Reframing Change programme learn techniques in change, influence, leadership, managing the future and problem solving. The tools and techniques are powerful and can be applied to almost any situation.

Reframing Change focuses on how to achieve real-world outcomes rather than theories or models of leaders or organisations. People learn how to think well and look beyond the obvious that everyone else is looking at. This allows them to see opportunities and innovate much faster.

It is critical that participants bring a strategy or issue they are responsible for to the programme.

Examples have included:

- unpredictable automotive supply chain management issue
- designing a national franchise strategy for construction materials for a multinational
- reorganising a law firm so the managing partner needs to only work four days a week
- resolving an ongoing war between three major car dealers so they can cooperate rather than get into cut throat tactics
- dealing with difficult people and changing their behaviour
- resolution of a major lawsuit (without going to court) in a large family owned business

While many of the issues participants bring are challenging, so far we have not come across any that we have not been able to address in some way. It will be clear very quickly if nothing can be done. In reality people usually end up working on two to three issues during the programme.

The programme assumes that people already have a sound knowledge of good leadership and are able to think well. Whether you are a corporate executive, a business owner or an executive in a small, medium or large enterprise, be prepared to have your assumptions challenged.

For those with this level of cogitative flexibility all sorts of opportunities and possibilities become available.

LTC Reframing Change.