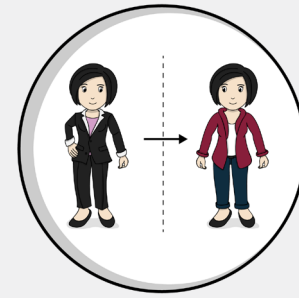









LEADERSHIP AND TRANSFORMATION

Transformation refers to change processes that result in a genuinely fundamental organisational change. In most cases, it is not clear at the start of the transformation process what the exact result will be. As a manager, it is necessary to know the right set screws to control the methods of this kind.



FACTS

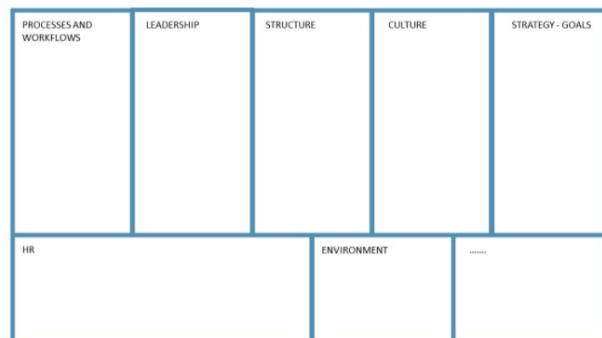
-  **LANGUAGE**
German
English
-  **COURSE TYPE**
Presence Training
Online Training
-  **REQUIREMENTS**
None
-  **AVAILABLE**
Inhouse
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TRAINING DESCRIPTION

In this training, you will learn the difference between classical change and transformation. You will get to know the transformation threshold and see when the time has come that an organisation has to change so profoundly that we speak of a transformation.

We experiment with the Effectuation approach, test the Effectuation principles in small practical projects and offer the space to try out an open-ended change approach on helpful questions posed by the participants.

CANVAS TRANSFORMATION



With the help of this canvas we identify the essential set of screws for transformation and use the Effectuation Approach to develop new ideas.

CONTENTS AT A GLANCE

FUNDAMENTALS

- The difference between Changemanagement and Transformation
- Transformation threshold - indicators and typical behaviour patterns
- Developing a vision for a transformation process

THE EFFECTUATION APPROACH

- The four Effectuation principles and how to apply them

WORK ON PRACTICAL EXAMPLES

- The speedboat approach tested on real life examples

AGILE TRANSFORMATION

- Developing an agile mindset
- Establishing agile principles

PEER COACHING

- Working on the delegate's cases

