



Developing Public Sector Leaders to  
Manage Change & get Teams on Board  
to Deliver Differently.

## Example Proposal for Team of 10

<b>PHASE ONE</b>	
<b>Pre-programme meeting where we explore current situation and the required transformations (approx. ½ day)</b>	
<b>Pre-programme Total SDI Assessments:</b> <ul style="list-style-type: none"> <li>• Full on-line assessments of the TotalSDI (Core Drivers / Current Strengths and Overdone Strengths)</li> <li>• Handouts / and Desktop Guide (a fab reference!)</li> <li>• Access to more in-depth assessment results and additional on-line resources - passwords and links will be sent directly to team members following the “Feedback &amp; Future” day.</li> </ul>	
<b>“Feedback &amp; Future” TotalSDI (1 Day)</b> <ul style="list-style-type: none"> <li>• A full interactive day of facilitation and feedback – plus</li> <li>• “Design the Future” sessions where the team agree their behaviours/strengths required to move forward.</li> </ul>	
<b>End of Phase One meeting to re-assess needs and agree Phase Two (approx. ½ day)</b>	
<b>PHASE TWO</b>	
<b>Leading Change (1 day)</b> <p>This one day is essential support for managers and leaders who are leading and managing change.</p> <p><b>Learning Outcomes</b></p> <ul style="list-style-type: none"> <li>• Understand the ‘process’ of change</li> <li>• Understand the importance and use of the change curve</li> </ul>	

- Benchmark own reactions to change
- Plot where individuals are on the change curve
- Identify strategies to move individuals through the change curve
- Produce a personal plan on how to manage change

*“This session was a Game Changer for me – thanks Claire”*

## How to Deal with Difficult and Challenging Team Members (1 day)

### Drawing a Line in the Sand!

*This day is key to enabling managers to have the **courage and confidence to address the issues of negativity, passive aggressive behaviours etc***

*If left unchecked and if there are ‘pockets’ of team members who are not on-board the, change manager will not be able to move the team and organisation forward.*

## PHASE THREE

### Action Learning Sets

2 groups of managers meet every 6-8 weeks for reflective learning.

This process is key to embedding the learning to date and to ensure changes in the managers and their teams continue.

Essentially, action learning is about making things happen.

#### In addition to the above you have access to:

- **Leadership Assessments - Included**
- **Team Behaviour Template – Included**
- **Access to The Coaching Works (UK) Ltd extensive resources – Included**
- **Email and telephone support to ensure success of your programme – Included**
- **The 9 Core Principles for effective Team Change.**
- **Discounted 1-to-1 Leadership Coaching & Mentoring sessions with Claire Godwin.**

**£13,600**