



## Leadership and Culture Change Management Program

The Change Management Program develops participants' skills to plan and implement change that sticks.

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Programs typically run over two days in workshops for up to twelve people.

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The program can be tailored to meet your specific needs or focus on a particular issue that you might have. The program includes selected elements from our Leadership Development and Transformation programs as well as your policies and procedure on change management.

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Practical scenarios relevant to your organisation are used so that the participants can extract full value by experiencing how the change management toolkit can be implemented.

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Participants are supported by experienced facilitators who have themselves had many years of hands on experience and have been very successful in this specialised area of management.

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We use a straightforward change management framework that works on an individual, team, and organisational level: Plan, Do, Check, and Adjust.

**LKSQUAERO**  
LEADERSHIP KNOWLEDGE SYSTEMS





# LKSQUAERO

As part of our interactive program, we cover:

## Planning

**Awareness:** how to build common understanding of the need for change

**Current state:** data and information needed when planning change

**Purpose:** clarity of what is to be achieved

## Adjusting

**Momentum:** staying on track and overcoming obstacles

**Accountability:** clarity of roles and relationships

**Customer and stakeholder:** ensuring challenges are achieving value for an end customer

## Doing

**Desire:** building the drive to change

**Culture:** understanding the current and future culture to implement change

**Engagement:** gaining input from key influencers

## Checking

**Knowledge:** support and skill development

**Visual management:** monitoring and recognising how the change is going

**Ability:** capability to move to the future state

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