



# Hemisphere Consulting

PeopleStrategiesForBusiness™

Hemisphere Consulting Pte Ltd - 200210903G | Hemisphere Consulting [Malaysia] Sdn Bhd - 200719382R | Hemisphere Consulting [Indonesia] Pte Ltd - 200912776W  
300 Beach Road, The Concourse #29-03, Singapore 199555 | www.hc.com.sg | Tel: +65 6396 6331 | Fax: +65 6396 6332 | email: c-serv@hc.com.sg

## Change Management Workshop

### Principles, Process, Tools & Techniques

### Incorporating insights from MBTI® and FIRO-B®

#### Public Program: Contact for Dates

#### In-House Programs: By Arrangement

#### Effective Change Management

People bring about change - successful change requires commitment, focus and understanding the organisation's readiness and need for change. Progressive organisations are organisations that change not just when there is a crisis but also when they need to transform from a good company to a great company. When change fails to occur as planned the cause is often to be found at deeper levels, rooted in inappropriate behaviour, beliefs, attitudes, assumptions and because there is a skills gap in change management capability.

The focus of the workshop is on creating a culture and readiness for organisational change, understanding why people react to change in different ways and equipping participants with skills, tools and techniques to bring about and maintain change.

*Insights from MBTI® and FIRO-B® will be incorporated into the program and for those not previously profiled we will arrange in advance for on-line profiling in these psychometric instruments. Facilitation will be provided during the program.*

#### Who Should Attend?

Line managers, project leaders, human resource professionals, consultants and other leaders in organisations who have responsibility for bringing about change and/or developing change capability in others.

#### Workshop Content

- Identifying drivers of change & the strategic response
- Understanding change management models
- Planning and implementing change initiatives
- Understanding obstacles to change
- Communicating change and managing change resistors
- Self-profiling in change management skills and capability
- The role of leadership and the needs of followers
- Learning change management tools and techniques.
- Evaluating change responsiveness
- Insights from MBTI® and FIRO-B® psychological instruments.

#### What You Receive With Enrolment

- A comprehensive tool-kit of change management tools and techniques.
- Copies of all materials, including two comprehensive change management models
- Skills profiling manual in change management capability
- On-line profiling in FIRO-B and a copy of Introduction to FIRO-B in Organizations
- A copy of Introduction to Type® and Change
- Morning and afternoon teas and lunch

#### Optional Additional Elements

Participants can also be profiled in/receive the following:

- Benchmarks® or SKILLSCOPE® 360 – feedback report
- Thomas-Kilmann Conflict Mode Instrument – profiling
- 'Leadership Report Using FIRO-B & MBTI – personal report

#### What You Will Get Out of This Program

- Increased understanding of change drivers and models for leading/implementing change
- A personal profiling in change management skills and capability
- A manual of over 50 tools and techniques for bringing about effective change
- Insights for how to use MBTI® & FIRO-B® to develop change management capability

#### Course Leader – Andrew Bell

Andrew is the founder and managing director of Hemisphere Consulting, a consultancy focusing on people strategies for business. A law graduate, Andrew built his career in business, becoming SVP, Human Resources for the East Asia Pacific region of Unilever. He is the Program Director for The Conference Board's Asia Pacific Human Resource Council and has over 25 years international experience of contributing to the development of people in organizations. Andrew conducts in-house and public training and certification programs in the MBTI®, FIRO-B®, Strong Interest Inventory®, Benchmarks® & SKILLSCOPE®. He is also certified in CPI 260® & CPI™ 434.

#### Enrolment, Fee & Further Details

**Public Program fee:** SGD 950 per participant

*(Fee includes all resource materials and FIRO-B profiling)*

*(Payment can be made in US\$ if preferred. Relevant government tax is chargeable in addition)*

**Date, time & location:** Contact for Date. 8.45am to 5pm. 300 Beach Road, The Concourse, #29-03 Singapore or Client's own venue.



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## Change Management Workshop

### □ Contact for Dates 2 Days Program Registration Form

#### Personal Details

Name: Ms/Mdm/Mrs/Mr/Dr.....

Position: .....

Organization: .....

email: .....

Tel: ..... Fax: .....

Address: .....

.....

City: ..... Postcode: .....

Country: .....

MBTI Type (if known): .....

#### Cancellation Policy

Clients may cancel attendance subject to the following conditions;

#### Cancellation

- Refund of 85% of total fees, if notifications received in writing two weeks prior to program, AND all materials (if any) returned, in saleable condition.
- Refund of 50% of total fees, if notifications received in writing more than one week but less than two weeks before program, AND all materials (if any) returned, in saleable condition.
- No refund if cancellation received less than one week before program.

Hemisphere Consulting reserves the right to cancel or postpone workshops due to unforeseen circumstances. All fees, terms, and conditions are subject to change without notice.

#### Fees

**Program Fee** **SGD 950**

*(Fee includes all resource materials required for the program)*

*(Relevant government tax is chargeable in addition)*

Note: Payment can be made in US\$ if preferred

#### Agreement

I hereby certify that the information supplied in this registration is true and correct, to the best of my knowledge. I certify that I have read the conditions of attendance in this training program and I agree to abide by the conditions relating to them.

Signature: ..... Date: .....

#### Registration & Payment

**Payment in Singapore Dollars** **S\$950**

*Total amount to be confirmed with invoice.*

*Mail or fax form to:*

**Hemisphere Consulting Pte Ltd**

**Hemisphere Consulting [Malaysia] Sdn Bhd**

**Hemisphere Consulting [Indonesia] Pte Ltd**

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email: c-serv@hc.com.sg

web: www.hc.com.sg

*Cheque payable to:*

**Hemisphere Consulting Pte Ltd**

*Bank transfer:* Contact for banking details.

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