

Our trainings show effect



flow change®: expand change competencies

seminar program

change leadership



The Role in Management During Project Change

"Overlooking the project", "providing guidance", „implementing an order", these are the duties often known for a management undergoing change. However, unlike during classical working projects, you will be placed directly in the centre of the project change. Instead of controlling ‚from the above‘ you will need the use of a new innovative approach.

It is important for you being the manager to assert the staff/employees in feeling secure without promising too much. You will be challenged in different roles. You will be required to openly moderate decision making processes, seek actively new perspectives, reconcile conflicting interests and goals, carry out step by step planning putting everything into practice. You will see, management during change is no longer achieved from up and above like the captain on the bridge of his ship, but on deck together with the entire crew made up of staff, customers and suppliers. When a storm is brewing every one has to be able to rely on one another.

In this seminar you will learn how to assess your own role within a change project and how to act appropriately guided by procedures and tools, ensuring nobody will go over board even if a hurricane is brewing.

Target Group

- Managers, prospective managers, change agents
- People who want to implement changes in their organization

This in-house seminar is tailored to your individual needs. Contact us so that together we can develop a tailor-made training concept for you.

Main Focus

- Managing contradictory requirements – dealing with uncertainties
- Shaping your own role diversity in the change process
- Reflect on and expand your scope for action and design
- Dealing constructively with resistance in the change process
- Ingredients for a successful change.

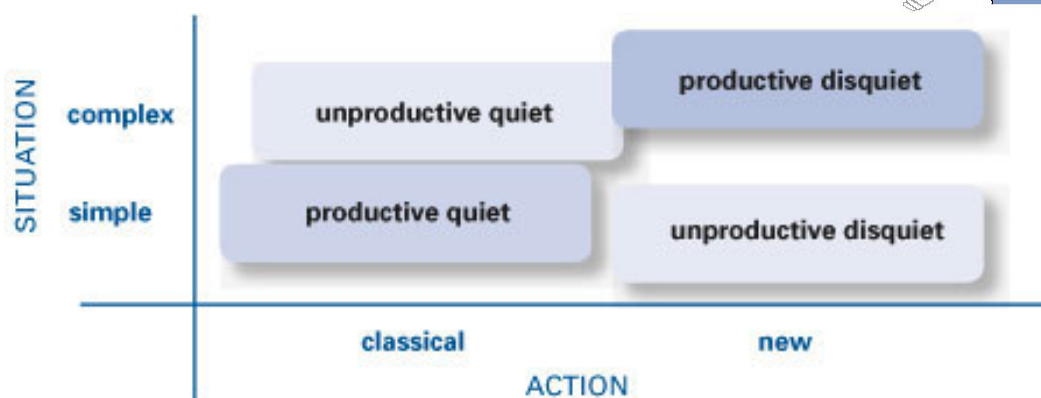
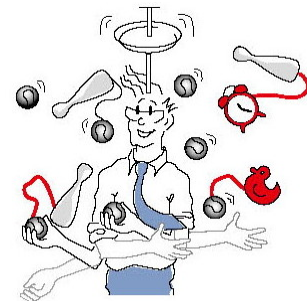
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change leadership: Example Topics from the Seminar Contents

Productive Disquiet Supports Change

By repeatedly using surprising methods, asking unexpected questions or daring exciting experiments as a manager, you sporadically bring disquiet to change. In this way, deceptive calm is avoided, the attentiveness of all participants increases, and the many dimensions and interactions of a complex situation are better perceived.



Starting points of iterative consulting
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The flow turn map®

For our approach of productive disquiet, the flow turn map® offers a good orientation for change projects. An important difference to the common change instruments is that the flow turn map® does not describe a clear phase progression.

The classic change models are always based on the assumption that all changes have an identical characteristic which can be used as a consultant or manager. However, experience shows that this is not the case. In complex change projects, I always move towards the search for the best process, the 'good way', which is unique, and not the 'best way', which apparently applies to all companies or challenges.

