

Facilitating Collaborative Change

One Day Experiential Workshop | December 16, 2011

Business | Communities | All levels of Govt. | NGOs | Politics
Anyone engaging diverse stakeholders or implementing strategy

Why Facilitating Collaborative Change?

Current change practices don't seem to work. Why is change so hard, so costly and so often goes wrong and why do the best ideas so often never get implemented?

Change management has an extremely high failure rate and grass roots change doesn't translate its community successes into organisations.

The need for sustainable incremental change means that new models and tools are required.

Change Facilitation Toolkit:

The Change Facilitation Toolkit, a hybrid of Grass Roots passion and Change Management delivery is a powerful way to implement sustainable collaborative change. Change doesn't happen as a one off, it happens continuously incremental improvement.

Key benefits:

- Works everywhere from community to business to education and beyond
- Offers value for money by making what you have already do work more effectively without major disruption or change for the sake of it
- Engages cross-functional silos to release pent up energy and innovation
- Develops spirit in the community and organizations where everyone gets heard and things get done
- Build DIY Capacity facilitation of continuous improvement and change

What do you get?

- Tool Selector comprising 24 Tools
- A live practical experience with 15 core Tools
- Dynamic workbook
- Optional upgrade to full QUEST online program

What does it cost?

- Affordability Pricing: organization, personal and volunteer rates

Who should attend?

- *People:* Change Agents, facilitators, project managers, business owners and managers, directors, politicians, partnership brokers, and anyone who runs meetings or works with community
- *Organisations:* Businesses, all levels of government, education, NGOs, associations, community groups

Locations and Dates:

Crows Nest (FCC#7)

Friday Dec. 16, 2011

Fees: [Affordability Pricing]

	Tuition	Extras	Total Fee
Organisation Rate** (Save 25%)	\$440 \$330	Venue & Catering \$55	\$385
Personal Rate* (Save 50%)	\$440 \$220	Venue & Catering \$55	\$275
Community Volunteers	Free	Venue & Catering \$55	\$55

** my organisation is paying *I'm paying myself

Register/Enquire:

Register via the web

www.tincanlearning.com/

Enquire by Phone or email

p: 02 9874 0418 e: info@tincanlearning.com

Download a PDF copy of this Flyer

www.tincanlearning.com/FCC_flyer.pdf

Facilitators:

Greg Jenkins

MAppSci (Social Ecology) ,BA
Change Agent/
Master Facilitator

Laura Hassan

MEnvMgt, BSc (Hons1)
Senior Facilitator /
Consultant



Match different meeting types with the most appropriate tools.

Planning Meetings

- Corporate Planning
- Generate new ideas
- Visioning the future
- Strategic planning
- Strategy Implementation

Implementation Meetings

- Project Meetings
- Solve problems
- Working together more effectively
- Get things done
- Precinct meetings

Sustainability Meetings

- State of the Environment engagement
- Biodiversity and bush care initiatives
- Sustainability meetings

- Climate change adaptation programs
- Waste education programs
- Environmental training events
- Environmental education in schools
- Community garden development

Formal meetings

- Advisory panels
- Committee meetings
- Budget meetings
- Supporting grant applications

Semi-Formal meetings

- Management meetings
- Summits
- Conferences
- Large scale meetings
- Community panels and committees

Change Management Meetings

- Merging organisations or departments
- Change meetings
- Closing a business unit or branch
- Restructure the organisation

Informal Meetings

- Engaging with the community
- Local business forums
- Town hall meetings
- State of the nation
- Kick off a new year or venture
- CALD workshops and engagement strategies
- Community engagement
- Mixed groups meetings
- Brokering community and stakeholder relationships

Facilitating Collaborative Change | Tool Selector

	Core Tools <i>*Engagement & Collaboration with community [external] and internal</i>		Implementation Tools Integrated Tool [QUEST] <i>*Delivery Program</i>		High Level Tools <i>*Community Strategic Plan</i>
Engagement Tools *1. Involve 2. Consult 3. Inform	1.	Questions <ul style="list-style-type: none"> • Big Fat Open Questions • Strategic Questioning • Other Questioning Models [NVC, AI, Type, Focus] 	Q	Focusing Question <i>[Collaborative change starts with well formed questions]</i>	A. Pre Planning <ul style="list-style-type: none"> • Current Reality • Workshop Planning Tools B. Visioning Workshops <ul style="list-style-type: none"> • Purpose [Core Purpose; Higher Purpose] • Vision [True Vision; Dreams] • Goals [Short, med, long; BHAG] C. Values & Principles Workshop D. VeSPA One Page Strategic Plan
	2.	Conversations <ul style="list-style-type: none"> • Dialogue • The World Café • Other Conversation Models [Negotiations, NVC, AI,] 	U	Uncover the Truth <i>[understand and acknowledge diverse needs; engage in deep focused, truthful dialogue]</i>	
	3.	Visualisation [Working on Walls] <ul style="list-style-type: none"> • The Great Wall • Art Gallery • Other Visualisation Models [Mind Maps, Pin Boards, Sticky Walls] 	E	Explore Options <i>[Consolidate strategic themes; clusters reveal potential projects]</i>	
Collaboration Tools *4. Collaborate 5. Empower	4.	Self Organisation <ul style="list-style-type: none"> • Open Space Technology • Self Organising Meetings • Serious Team Games 	S	Step-Up Champions <i>[self-organise volunteer project champions]</i>	
	5.	Actioning <ul style="list-style-type: none"> • Action Planning Worksheets • Prioritisation Worksheets • Getting Things Done 	T	Traction Project Meetings <i>[First project meeting is held at the implementation workshop]</i> <ul style="list-style-type: none"> • Projects + Priorities 	

*IAP2 Public Participation Spectrum