

PRACTITIONER OF CHANGE™

The discipline and practice of developing organisation effectiveness has never been more critical. HR is increasingly called upon to improve the structures, systems and processes that impact people and performance. Organisations that aspire to greatness are increasingly looking to HR as a significant way to help them get there. It's not enough to only know technical HR anymore. Practitioners need a strong process skill set to help them build true organisational capability.

The way we develop our human resources people has to change as well. It's no longer sufficient to think that quick training dips will produce transformational change in HR. That's why we believe in the philosophy and practise of real and grounded extended learning processes.

The **Practitioner of Change™** learning process is designed to build real knowledge and real skills...and to help you be an invaluable business partner who makes an impact and drives real business results.

Practitioner of Change™ is designed to:

- Meet the need for HR professionals to show up and contribute differently in the business.
- Build a shared mindset and set of practical organisation tools and skills for use throughout the business.

IT'S ABOUT YOU!



Practitioner of Change™ is about learning how to develop your organisation's effectiveness and about facilitating change -- and it's about YOU and your presence in the business. It's about what you know and how you use it that ultimately results in your ability to partner in a meaningful way with others.

GENERAL PROCESS INFORMATION

Practitioner of Change™ is an integrated approach to learning that weaves theory and practice right into the learning process. As part of a learning community, participants commit to actively engage in all core workshop sessions. The participant is required to complete all pre-work for sessions, as well as, plan and participate in the design and implementation of a group action learning change project.

LEARNING PROCESS OVERVIEW

The **Practitioner of Change™** process is an extended learning process focused on building internal organisation development and change competency. Three primary elements form the foundation of the learning journey:

LEARNING

The learning journey is fifteen days total and is comprised of 5 core sessions of three days each, off-site, in a residential setting every six weeks. All learning sessions combine reading, group and community experiential learning and development application.

APPLYING

The **POC™** process is grounded in action learning and application. All participants are required to complete an applied change project with their learning groups. Teams document and present their project outcomes and team learning at the conclusion of the learning process.

INTEGRATING

The **Practitioner of Change™** process is built upon a comprehensive competency model which incorporates three levels of input: self assessment, feedback from learning team members and 360 input from clients and co-workers.

MULTIPLE LEARNING METHODS

Upon enrollment, each participant receives a registration and pre-work package that includes selected pre-reading and questions to complete prior to the program launch. Subsequently, each core session is supported with pre-reading, extensive workshop materials and application guides.

PROCESS OVERVIEW

Core Session ONE

1

STRATEGIC BUSINESS PARTNERING

"What a partner must know but was afraid to ask"...a new language and deeper understanding of what your organisation values and how to be a business partner.

- Adult learning and why it's SO hard.
- Connecting and working with your organisation using a business systems framework; how big picture thinking really works.
- Business partnering for success—aligning organisation deliverables to organisation strategy and success.

Core Session TWO

2

INTERNAL BUSINESS CONSULTING

"T3": Thinking, Techniques and Tools to take on the challenge of internal consulting (and usually partnering at the same time).

- Using a consulting approach as a practitioner.
- Stepping into the tension of consulting inside your organisation.
- Positioning yourself to design and facilitate change.

Core Session THREE

3

FACILITATING CHANGE

"Oh, the places your organisation can go"...leading-edge change process technology and the skills to facilitate at an individual, team and organisational level.

- Planning, designing and accelerating change using a systems framework.
- Knowing and designing for the predictable organisational dynamics and impact of change.
- Building capacity in others to lead change.

Core Session FOUR

4

LEADING EFFECTIVE PROCESSES

"Addressing where organisations break down the most"...playing with team and group dynamics through experiential and theoretical frameworks; building your ability to facilitate "magic" through group process.

- Facilitating the design and successful implementation of "teams" and "teamwork".
- Increasing your ability to effectively use team improvement methods.
- Understanding group process and the "invisible" life of organizations more deeply.

Core Session FIVE

5

HAVING INFLUENCE

"Having the confidence to challenge"...master using your personal influence and power as a confident and "centered" practitioner.

- Understanding sources of power and influence for practitioners.
- Assessing and resolving organisational conflict and tension.
- Building a personal reputation for authenticity and courage.
- Integrating what being a POCer really means.

CUSTOMISED IN-HOUSE LEARNING

Bring the **Practitioner of Change™** process in-house and build real home team advantage. We customise the learning process to meet the uniqueness of your organisation.

The quality of learning and integration is enhanced when you sponsor an internal community that learns together and collaborates on how to be partner not only throughout the organisation but with one another.

Send an email to poc@converge-group.com and we will provide you with further information.

POC™

A learning journey...

beyond
the words.

**About Converge...aligning people,
process and performance**

Converge is a consulting practise with a reputation for excellence and an ability to handle the most challenging of projects. We excel at applying system thinking and methods for bringing people, process, and performance together to achieve remarkable results. Located in Calgary Alberta Canada, Converge has been supporting clients across Canada, the United States, Europe and Australia and SE Asia for over twenty years.



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