



## Lead transformative change in turbulent times

**Are you experiencing continuous change and challenge in your organisation?**

**Is there a need for greater leadership capacity, insight and responsiveness?**

**Do your teams need to build more resilient, collaborative ways of working?**

Our Transitions Leadership program offers a powerful foundation to support you through the challenges of organisational change and turbulence – it will help transform your organisation’s whole approach to leadership and transition.

This six-session workplace-based program is built on our well-established public Transitions program. It invites groups of people facing organisational and leadership challenges, both big and small, to set aside time for structured reflection and learning about their role and organisational challenges. It enables profound change at a number of levels.

## Re-think & renew

**This program will help participants sharpen their leadership awareness and wisdom as they continue to build individual and collective capability. It provides opportunities to:**

- explore new possibilities in relation to leadership roles
- apply new insights into the organisation’s transition and leadership needs
- build capacity for improved responsiveness and judgment.

Designed for workplace groups, ‘Transitions’ draws on a range of adult learning approaches: readings, discussions, theoretical evidence-based input, structured dialogue, role analysis and collaborative problem-solving techniques.

As people move through the program, they begin to see the broader context for change through a better understanding of their organisational system and group dynamics. They also build more awareness of their own leading and managing.



The key insights I gained are about the relationship between individuals, role and organisations, purpose and authority. I’ve been given a totally new way of understanding what’s going on for me - and around me - at work. I’ve also learned more about the importance of courage in taking up a role.



## Learn for new action

Each session draws on participants’ everyday experience in their roles. People support each other’s learning, experiment with different approaches, and develop follow-up actions.

**Participant groups learn about:**

- Inner & outer change journeys - psychological shifts and transition stages
- Roles & transitions - factors influencing take up and shifts in our roles and work systems
- Leadership - holding boundaries and providing containment to support transitions
- Transformation - creating personal and workplace spaces for working with change
- Innovation - managing discomfort and uncertainty associated with new strategic thinking
- Courage - mobilising personal and organisational energy for transformation
- Conflict resolution – using concepts of task, authority and role relationships
- Work systems - understanding and managing complex workplace systems.



After the six sessions I’ve gained much more than I expected. The ‘consultant-inquirer’ (collaborative problem solving) process was challenging and I had to exercise some new mental muscles. I’ve learned about being clearer about boundaries and expectations among my team - encouraging greater responsibility among them, but with clearly defined parameters.





## Consolidate your framework

**'Transitions' is dynamic and responds to the needs of the organisation as well as the participant group. People are given regular opportunities to explore their own transition, interests and issues within the program.**

The program usually consists of six, three-hour workshops - it may vary according to specific workplace needs, but the following outline gives a taste.

### Session 1

- Reflecting on your practice - 'seeing' yourself in role
- Why you're here & where are you in your transition - conscious & unconscious factors
- Person-role-organisation - individual and shared themes; encouraging dialogue

### Session 2

- Transitions - endings, neutral zone, beginnings
- Primary Task - supporting the organisational purpose
- Relatedness of roles - understanding shared roles to support the task

### Session 3

- The need for change - exercising courage in the leadership
- 'Double task' process - evaluating both process and group dynamics
- Roles and conflict - understanding role authority and responsibilities

### Session 4

- Leadership - harnessing appropriate authority & power
- Managing boundaries - setting a safe enough context for work
- Role biography - learning from lifelong roles

### Session 5

- Sources of authority - personal and organisational
- My role in context - the self in a system of work relationships
- Self-awareness - reflecting on my role authority & leadership

### Session 6

- Integrating the learning – enabling and disabling factors in transition
- Systemic factors – influences on role development and relationships, including projections
- Transformation - building on personal and organisational strengths.

## Join the program

For such in-depth work, we recommend smaller groups (as a guide, up to twelve participants) working with consultants who take up training, facilitation and coaching roles with the group. The final program structure is collaboratively developed with you to ensure your organisational needs are met.

Our programs are led by highly experienced consultants who have developed and implemented the public Transitions programs over the past three years and have worked with a wide range of organisations and industries. Please see [www.wisdompluswork.com.au](http://www.wisdompluswork.com.au) for more details of our work.

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## Take the first step

We would be delighted to talk to you about your needs and to explore the best Transitions program for your organisation. For further information, please contact **wisdom+work** director Rob Ryan.

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