

# SYSTEMIZING

## The Art of Successful Systemic Change

### *Systemizing sustains systemic and cultural transformation*

Leveraging collective intelligence has a strong positive impact on performance, work environment, communication, labor costs, employee and customer satisfaction and retention, and on several key systemic issues that determine the success of your organization.

#### FOR

- ★ Management teams and boards of directors
- ★ Managers and leaders at all hierarchical levels
- ★ Steering committees for large-scale projects

#### GOALS, BECAUSE MINDSET MUST FOLLOW

Learning culturally powerful systemic project management

- ★ Plan and successfully implement systemic change
- ★ Use it to embed THE culture that suits you
- ★ Master the piggyback technique



#### OVERVIEW

### Organizational profile

Online questionnaire, for the management team and key stakeholders

A brief description of the organization and its current organizational model

#### 1. Reflection

- Learn the systemic change management model
- Define cultural objectives
- Identify promising projects
- Evaluate the 5 essential levers for systemic change

Preliminary reflection done  
in the field

#### 2. Engagement

- Reviewing phase 1
- Overviewing the project
- Engaging and empowering stakeholders
- Drawing up action and communication plans
- Improving the 5 essential levers

Preparation and Start-up done  
in the field

#### 3. Transformation

- Reviewing phases 1 & 2
- Project launching
- Mastering piggybacking
- Writing a preliminary report
- Implementing key projects
- Maintaining the 5 essential levers for systemic change

#### 4. Autonomization

Measure results and diagnose the change  
Sustain continuous improvement  
Independently repeat the cycle from phase 1

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### METHODOLOGY

- ▶ Training for leaders and committees in Phases I and II, followed by coaching
- ▶ Implementation of your organizational projects throughout the process
- ▶ People coach each other and develop their ability to transfer these skills to others
- ▶ Prerequisite: The Autonomizing program (except for the half-day awareness workshop)

### PROGRAM BENEFITS

- ▶ Rapid assessment of your current organizational model
- ▶ Strong credibility in your change management = engagement and mobilization
- ▶ Intervention resolutely focused on knowledge transfer = support throughout and beyond if you wish
- ▶ Tools to train stakeholders, plan actions, and manage communication
- ▶ 100% transferable skills acquired for all your projects

### REFERENCE LIST

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- ... and several others.

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