

SYSTEMIZING: the workshop

The Art of Successful Systemic Change

Half-Day Workshop

Introduction to the proven method since the 1970s, which has achieved success in healthcare organizations around the world. Drawing on his experience and longitudinal research conducted by the universities of Sherbrooke and Montreal, François Pellerin has adapted the method to maintain its full relevance across all organizational settings.

FOR

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

GOALS, BECAUSE MINDSET MUST FOLLOW

Introduce participants to culturally powerful systemic project management

- ★ Provide an overview of the 4 phases of successful systemic change
- ★ Introduce the 5 essential levers for systemic change
- ★ Understand the piggyback technique



OVERVIEW OF THE WORKSHOP

Pre-workshop online questionnaire

Summary overview of the organization and its prevailing organizational model
Identifying areas for improvement

Your project

- Summary project definition"
- Organizational model overview and identification of priority cultural elements
- The piggyback project technique

30 minutes

Phases I & II

- The preliminary reflection
- The 5 essential levers for systemic change
- Engaging stakeholders
- Preparing for launch

60 minutes

Phase III

- Roles during the transformation
- The initial measurement
- Improving the 5 essential levers for change
- The continuous alignment and anchoring cycle

75 minutes

Phase IV: Autonomization

Measure results and conduct a change diagnosis
Ensure lasting continuous improvement of the project and the culture

30 minutes

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METHODOLOGY

- ▶ Reflection process initiated before the workshop (online questionnaire)
- ▶ Significant time dedicated to participant exchanges
- ▶ Integration with ongoing organizational projects
- ▶ No prerequisite required: The Autonomizing program is beneficial

PROGRAM BENEFITS

- ▶ Rapid assessment of your current organizational model
- ▶ Greater credibility in your change management = engagement and mobilization
- ▶ 100% transferable skills acquired for all your projects

REFERENCE LIST

PELLERIN, François, *The Art of Autonomizing: A New Perspective on Delegation, Empowerment, and Organizational Intelligence*, 2024, inspired by 25 years practicing organizational psychology and by:

- ▶ BÉLIVEAU, J., CHAMPAGNE, F. (dir.). *Guide de mise en œuvre et de pérennisation d'une approche de gestion, de soins et de services centrée sur la personne dans les organisations de santé et de services sociaux*. Éditions de l'Université de Sherbrooke et de l'Université de Montréal, 2016, 97 p
- ▶ GOLEMAN Daniel, *Working with Emotional Intelligence*, Bantam Books, 1998, 400 p.;
- ▶ SENGE, Peter M., *The Fifth Discipline: The Art and Practice of the Learning Organization*, Doubleday Currency, 1990, 424 p.
- ▶ SENGE Peter, ROBERTS Charlotte, ROSS Richard, SMITH Bryan, KLEINER Art, *The Fifth Discipline Fieldbook: Strategies for Building a Learning Organization*, John Murray Press, 2011, 608 p.

... and several others.

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