



Change Game

## Pitfalls and approach for change programs



Ervaar de valkuilen bij veranderingen

Ontdek welke interventies werken en welke niet

Bepaal de optimale aanpak voor jouw verandering

## Objective

Experience the pitfalls and best practices in leading change programs, to come to an approach that suits best to an actual change program and to change leaders as a person.

## Outline

The participants are working for a service company which is dedicated to support business consultants. As the game unfolds, they find out there are lots of things going on. Are processes really efficient and effective? Are customers fully satisfied? Managers realise things need to be done differently. They are on the threshold of a change process.

That is when the real simulation begins. Who will take the initiative and how are you going to deal with things? Every now and then we will stop the time and reflect on what actually happened and what change interventions will help the change process.

## Some key conclusions

*Wow, what an ineradicable reminder of turning points, pitfalls, the power of intervention and emotions released during change processes.*

*Now I understand how staff experience change processes and what the effect is of my interventions.*

*I have better insight in what causes 'resistance to change' and how to prevent it.*

*Now I know the different stages of change processes and are able to design an effective approach for my situation.*

## Target groups

Managers and consultants who are leading change projects.



## Duration

### Full version

2 days incl. intermediate evening  
Large impact

### Required

Internet, laptops/tablets, phones  
Multiple rooms required

### Light version

4 to 8 hours  
Less impact

### Required

Nothing digital  
Single room set up

## Group size

### Full version

15 to 30 players

### Light version

10 to 20 players

