



Change Game

Pitfalls and approach for change programs



Experience the pitfalls of organisational change

Discover which interventions work and which do not

Determine the optimal approach for your change

Objective

Experience the pitfalls and best practices in leading change programs, to come to an approach that suites 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

