

A large, semi-circular graphic element is centered on the page. It contains a photograph of several people in silhouette, celebrating with their arms raised against a bright, hazy sky. The scene is reflected in a body of water below. The entire graphic is set against a solid red background that covers the top half of the page.

SUCCESS IN CHANGE LEADERSHIP

Executive Workshop, September 20-21, November 10-11, 2016

Shanghai Sofitel Hyland

RMB 10,800 per person



KEY CHALLENGES IN CHANGE LEADERSHIP

- Building a clear vision of the future
- Creating enthusiasm for change
- Explaining the rationale for change – demonstrating how the change creates value
- Overcoming fear of the unknown and reducing uncertainty
- Getting buy-in and creating ownership
- Dealing with resistance - emotional, psychological, rational
- Getting to real involvement of those affected by the change



THE PEOPLE SIDE OF CHANGE MANAGEMENT

Change management is at the heart of modern leadership. That requires leaders to be well equipped with skills, tools and techniques helping them to orchestrate complex processes while creating the basis for common understanding, buy-in and true commitment.

This 2-day workshop is conducted as a small group event designed for change leaders and gives them ample opportunity to discuss practical challenges of dealing with the **people side of change management** successfully and this in the Chinese context.



SIMULATION OF A PROVEN CHANGE PROCESS

This change leadership - workshop provides the means for change leaders to learn and apply key principles of change in a real time context.

Participants discuss why that many change initiatives fail, present their own cases and reflect upon their and others' experiences and discuss practical consequences for corporate change implementation strategies.

During the second day participants apply a simulation tool to a self-chosen change project, discuss solutions, evaluate alternatives, and learn how well their simulated organization will do in executing its change initiative.



SIMULATION OF A PROVEN CHANGE PROCESS

- The simulation consists of seventeen dynamic exercises that are completed by each team. These exercises are designed to reflect the actual process and flow an organization would encounter when implementing a change initiative. All exercises have unique and important outcomes in the form of evaluation and conclusions.
- **The simulation is ideally suited for those responsible leading change, and for change process owners and teams responsible for implementing change.**

CUSTOMERS CREDENTIALS

“These were two interesting days of high practical value. To me the topics of people, resources and obstacles turned out to be most helpful. One often discusses people issues but seldom gets clear advice on how to handle them. The exercises made us reconsider the limitedness of resources. When cutting budgets we had to set the right priorities in order not to undermine our own change efforts, something which in practice is often not done well. In addition I got a clearer picture of the obstacles ahead with regard to the change initiative I am heading.”

President, Greater China Region, European Manufacturer from the Chemicals Industry

‘I am in charge of a five-year change project of transformational dimensions but this was the first time I received training on a structured approach to change management. The simulation tool introduced in this course helped me a lot to get a big picture view. It is a great instrument I can apply now to steer, supervise and control the change management process. As a major outcome of this course I now have a clear understanding of where the priority areas for action are, where to pay most attention to for making the change project a sustainable success.’

Technical Director, China Operations, German Manufacturing enterprise

YOUR FACILITATOR



LAURENZ AWATER PhD

- Cross-Cultural Management and Change Leadership in China
- Leadership and Team Development Programs
- Organizational Development
- Executive and Group Coaching

- Management and leadership expert with more than 20 years of China experience. Supports multinational clients in China and Asia with organizational performance enhancement, leadership and corporate culture alignment, change initiatives, and innovation capacity building.
- Phd in Asian economics, worked in German industry at Germany-based water engineering company and was involved in large infrastructure projects in China. Founded INNOVA in 2003. Licensed MBTI Administrator, Certified Executive Coach, Associate Certified Coach (ICF)

Leadership Development Programs for Benteler Automotive, Kaercher, Wacker Chemicals, Turck, Draexlmaier, Beckers, BMPCC, PWO, SKF, ARDEX, Boehler Welding, Heimbach

Team Development Programs for DSM, Gustav Wolf, Wacker Chemicals, GEA, Elektrisola, Vesuvius, Weckerle, European Chamber of Commerce in Shanghai

Executive Workshops on Cross-Cultural Management in China, Change Leadership, Innovation Leadership

Corporate Entrepreneurship in China: A GM-/CEO-Program (together with Dr Gerald Renger)



ABOUT INNOVA

innova was founded in 2003 as a China-based consulting & training company for people and organizational development and is led by Dr Laurenz Awater and Dr Gerald Renger.

As a multinational team of partners & associates **innova** helps companies achieve their full potential in **leadership, change management, innovation, strategy development and organizational effectiveness**. We combine competence in the development of process and people skills with longstanding international and China experience.

With change expert, executive coach, and co-founder of deloop Germany Dr Gerald Renger joining **innova** in 2016, we strengthened our profile in global change consulting drawing on more than 20 years of change experience in OEMs in automotive and other industries in Asia, Europe, and the US.

Innova has widened **global partnerships** to include deloop Germany and Integrated Consulting Group, ICG, a leading European consulting and training company for change management.



WHAT WE DO

Coaching

Training

Consulting



- ➔ Leadership Skills
- ➔ Change & Innovation
- ➔ Strategy & Decisions
- ➔ People Development
- ➔ Corporate Culture
- ➔ Project Management
- ➔ Team Development
- ➔ Cross Cultural Competence



CONTACT

INNOVA Management Institute (Shanghai)



Huaning International Plaza
27F, South Tower, Unit 2701
300 Xuanhua Road, Shanghai, 200050
Phone: +862151088670 (direct), 5169 7601
Fax: +862151561341
Email: info@innova-institute.com.cn