

ORGANISATION WORKSHOP

BACKGROUND



In organisation after organisation, regardless of size they are in, there is always the same self-limiting patterns of behavior: misunderstandings across organisational lines, misdirected energy, stress, lost opportunities, customer dissatisfaction, and more. And every time people thought their problems were unique to them. These issues were not personal; they were systemic. **We educate people for system leadership** – helping people at all levels understand and master the systemic conditions they are in.

HOW IT WORKS

The Organisation Workshop gets to the heart of partnership in organisation life – why partnership is critical to organisational success, what gets in the way of it developing, and the role of leaders in making it happen. Using unique, immersive exercises and strategic frameworks grounded in Barry Oshry's **proven methodology**, Organisation Workshop shapes leaders with lasting impact.

Participants are dropped right into roles as top executives, middle managers, workers and customers interacting in a chaotic, fast-paced environment, experiencing situations that regularly occur in their organisation. It gets people thinking in their heads and feeling in their guts. The application activities help keep the lessons alive once participants are back at work. And so the **learning lasts**. *So investments in your people – today, tomorrow or in the future – will work that much harder, accelerating the impact of your leadership development initiatives.*

At the workshop, participants will:-

- focus on systemic conditions rather than personalities
- identify predictable, dysfunctional patterns and how to avoid them
- deal with the root, not the symptom, of the problem
- clearly see the underlying issues standing in the way of success
- gain an appreciation for the difficult issues people deal with at all levels of the organisation
- learn strategies for building successful partnerships that make successful organisations

WHAT PARTICIPANTS COME AWAY WITH

Participants are taught vital new perspectives about organisational life. But the real value is putting that learning into action. They walk away energised, motivated and better able to successfully lead their organisation.

BUSINESS FUTURE

C O N S U L T I N G

- They'll be more in touch with issues others in the organisation are facing and better able to deal with them constructively.
- They'll work more effectively up, down, and across organisational lines.
- They'll have the ability to break down bureaucratic barriers to create productive new synergies.
- They'll be able to provide leadership that addresses issues systemically rather than personally.

LEARNING METHODOLOGY

A combination of real play simulation, short lectures, experiential activities, debrief, and action planning discussions.

WHO IT IS FOR

Any organisation facing critical change initiatives and looking to improve the impact of their investments in initiatives, including:-

- **Cultivation of Future Leaders.** *Using targeted development initiatives that ensure effective leadership for the present and the future.*
- **Employee Growth & Development.** *Strengthening the capacity of an entire workforce to meet the increasing demands their organisation faces today and in an uncertain future.*
- **Organizational Alignment.** *Creating clarity, mutual understanding, respect and collaboration across functional and hierarchical lines within an organisation.*
- **Cultural Integration.** *Consistently bringing together subcultures within an organisation—whether they're driven by function, demographics or hierarchy—and developing the capacity for mutual respect and support.*
- **Conflict Management.** *Defusing hot-button issues within and across teams to foster mutual respect and shared goals.*
- **Mission-Critical Programmes.** *Bringing together key stakeholders to help them rapidly design and carry out immediate initiatives affecting the future of the business.*

Any further enquiries, please contact us at

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