



ToP Module 6

Understanding and Leading Change



Participatory
Techniques Ltd

About the course

In this course you'll learn the techniques and facilitation skills to be a participatory leader of change with lasting impact. You'll build an understanding of the social dynamics and responses that influence how people perceive change, and ways to work with this by applying participatory approaches to contemporary models and frameworks for change. Māori approaches and perspectives will broaden and enrich how you view change and your role with others in a change project.

Your learning will help you to work effectively with your group to identify and understand the full context of a change, and to co-design a change plan.

Who Is It For?

People involved in any type of change management with teams, groups or partnerships: the methods engage participants directly in generating the content, achieving buy-in and commitment to the result:

- Governors & Directors
- Leaders and Managers
- Facilitators, and Change Practitioners
- Community Development experts
- Human resource professionals.

Prerequisite

ToP™ Group Facilitation Methods here, or an equivalent course overseas.

Course Fee:

The course cost is \$2,070 incl GST.

Meals (during the course sessions) are included as part of the fee.

What's involved?

Change, whether organisational, societal, community or family and whanau, can be a daunting prospect.

Our roles in change can have many dimensions. We may be shaping change, generating change, or responding to change. Every dimension brings with it the need to work with others, and as necessary, support people through change: As humans, many of us are naturally resistant to change.

You'll explore how to apply participatory principles and strategies to co-design change with others, for enduring outcomes that keep people's mana intact. You'll gain familiarity with the dimensions and characteristics of change and human responses to it. You'll understand the characteristics of a participatory change process, and how to work with contemporary change models to reflect these.

What participants have said:

"It's given me new knowledge and awareness about the dynamics of change to build into my everyday work."

"The Seven Systems, trans-establishment and dynamic screen. Three great models!"

"The layers of learning, building up to a point that I could take responsibility for implementing some of the theory in a practical way."