



# Understanding and Leading Change

**Co-create a change journey that takes people with you to achieve enduring outcomes.**

## What you'll gain

This three day in-person course teaches you the techniques and facilitation skills to be a participatory leader of change with lasting results.

Build an understanding of what influences how people perceive change, and ways to work with those being affected by change.

Māori approaches and perspectives will broaden and enrich how you view change and your role with others in a change project.

Learn 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 including:

- governors and directors
- leaders and managers
- facilitators, and change practitioners
- community development advisors
- human resource professionals.

## What to expect

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

You'll gain familiarity with the dimensions and characteristics of change and human responses to it.

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.

You will explore contemporary models and frameworks for change through a participatory lens.

Explore how to apply participatory principles and strategies to co-design change with others, for enduring outcomes that keep people's mana intact.

## 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."*

## Course style

The course is an interactive learning experience in a supportive environment.

All participants have the opportunity to practise, and constructive feedback is provided.

Follow-up mentoring after the course is included as part of the course fee.

## Develop these skills



Identify change context



Reflect indigenous-informed approaches



Co-design a change process



Apply participatory principles



## Your facilitation training journey

*Completion of Group Facilitation Methods is a prerequisite to do our advanced courses*

### HOW MANY TRAINEES PER COURSE?

As we are building group skills, an optimal training group is 12 people. An acceptable range is 8 to 18 people.

### PRICING

Public courses: \$2,415 inc GST per person.  
In-house courses: Contact us for a quote.

### CERTIFIED TOP FACILITATOR

This is an advanced course to help you master ToP Facilitation and develop as a facilitative leader.

This course is recommended, but not compulsory for pursuing the Certified ToP Facilitator pathway.



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Contact us



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