

A CONSULTATIVE
VIRTUAL
LEARNING
PROGRAMME



ORGANISATIONAL CHANGE

CYCLE 1

FOR SENIOR MANAGERS WITH THEIR MANAGEMENT TEAM



ORGANISATIONS NEED TO CONTINUOUSLY ADAPT
AND CHANGE IN ORDER TO SURVIVE AND THRIVE

ABOUT THIS PROGRAMME

This Organisational Change (OC) programme has been developed by Global Centre for Work-Applied Learning (GCWAL). It is designed for senior managers who wish to implement an organisational change project with their managers using our Work-Applied Learning (WAL) approach. This programme will enable the workplace to BECOME the learning environment. Participants don't have to stop work to participate in change programmes away from the organisation.

This programme is delivered online with in-built facilitation and guidance and participants remain AT WORK and apply the learning to a REAL WORK-APPLIED CHANGE PROJECT. This enables the learning to be directly INTEGRATED into the participant's work situation.

WHO SHOULD ATTEND

This programme is designed for a senior manager and a minimum of 4 and a maximum of 6 of their managers who wish to implement an organisational change project.

HOW DOES THIS PROGRAMME WORK

PROGRAMME STRUCTURE

This is an 8 month online programme, during which the participants will:

- Identify and diagnose the need for innovation and organisational change
- Properly research the problem and process
- Construct a design for a sustainable change plan using the WAL approach
- Lead and manage the people issues involved in the change process, and
- Communicate change in a motivating and emotionally intelligent way.

PAST PARTICIPANTS

Past participants who have planned and implemented Work-Applied programmes come from a wide range of organisations including:

- Australia Post
- Australian Institute of Business
- Monash Health
- BAE Systems
- Department of Aboriginal Affairs
- Epic Valley Holdings, Malaysia
- Chief Ministers Office, Sarawak, Malaysia
- Light Regional Council
- Internal Revenue Commission, Papua New Guinea
- Global Carriers Sdn. Bhd. Malaysia
- A WAL Project Management Programme in Trinidad and Tobago
- A WAL Occupational Health Safety & Environment ARAL Change Project in Trinidad and Tobago
- Eastern Pretech, Singapore and Malaysia
- Kuju CDEP, Port Lincoln, Australia

PROGRAMME KNOWLEDGE (K)

In order to develop and implement their organisational change project, the senior manager will understand and apply the knowledge in modules M1 and M2 whereas the team members will understand and apply the knowledge in module M2.

M1 - CHANGE THROUGH ACTION RESEARCH

Topics include:

- Managing Change: A process perspective
- Recognising the need for change and starting the change process
- Diagnosing what needs to be changed
- Leading and managing the people issues
- Planning and preparing for change-types of interventions
- Action Research
- Work Applied Learning
- Implementing change and reviewing the progress
- Implementation of Change through Action Research and Action Learning
- Sustaining change and learning

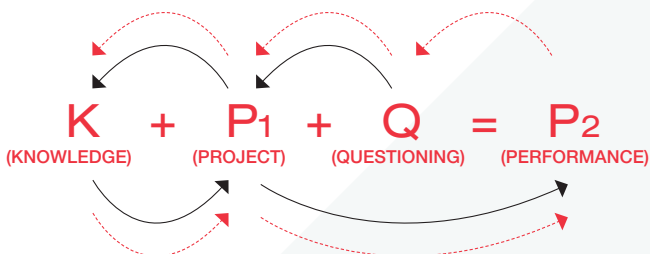
M2 - ACTION LEARNING AND REFLECTIVE PRACTICE

Topics include:

- Deciding if Action Learning is right for your organisation
- Co-designing an Action Learning Programme to ensure results
- Implementing strategies for successful Action Learning Programmes
- What Action Learning facilitators do
- Evaluating Action Learning
- Understanding Reflective Practice
- Concepts and Process of Reflective Practice

CONSULTATIVE WAL PROCESS

In this programme, participants go through a consultative WAL process as summarised in the learning formula:



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Participants will:

- Critically reflect on a problem in their workplace
- Question (**Q**) how to solve the problem
- Define the project (**P1**)
- Reflect and apply the relevant knowledge (**K**) to provide solutions
- Achieve performance outcomes (**P2**) including both individual and team learning plus project and process outcomes.

LEARNING MATERIALS AND ACTIVITIES

Participants will also engage in:

- directed reading of relevant articles and other learning materials through the learning management system
- pre-recorded learning videos and activities to encourage active learning, critical thinking and reflection.

GUIDANCE BY GCWAL FACILITATORS

At scheduled times, participants are individually guided by experienced GCWAL facilitators who will help them to reflect on the project. Each facilitator supports a small number of participants to provide HIGH TOUCH, personalised attention via phone, email and online meetings.

PROGRAMME DELIVERABLES

The senior manager will produce a project plan for each module and a report on the implementation of their project, including reflections and lessons learned. The team members will develop individual reports on their learnings and reflections, including their project and learning outcomes.

PROGRAMME FEE

The programme fee is **\$34,000+GST** for a senior manager and a team of 4 managers. The senior manager will complete both modules whereas the team of managers will complete module M2. Up to 2 additional managers may be enrolled in module M2 at a fee of **\$5,000+GST** each.

CERTIFICATION AND OPTIONAL PATHWAYS

- Senior managers who complete the deliverables will receive a **Certificate of Completion** of this programme.
- Management team members who complete their deliverable will receive a **Certificate of Completion** of the module Action Learning and Reflective Practice.
- Senior managers have an option of certification from GCWAL as an **Action Research Action Learning Practitioner**. For this, they must complete additional work at postgraduate level, meet the entry criteria; and pay an assessment fee. Further details are available on request.
- Senior managers who have completed this programme have the option to proceed to Cycle 2 and 3 of the Work-Applied Change Management Series as shown in the diagram, for more advanced knowledge and practice of change management using the WAL Change model. Further details are available on request.

WAL CHANGE MANAGEMENT SERIES



ABOUT THE GLOBAL CENTRE FOR WORK-APPLIED LEARNING

At the **Global Centre for Work-Applied Learning** (www.gcwal.com.au), we empower individuals, teams, and organisations to learn to enable change. Our suite of learning programmes is designed for a range of people from starting graduates to senior management. Each programme uses our consultative work-applied learning (**WAL**) process to achieve change, whether at an individual, team or organisational level. All programmes are delivered online with inbuilt support from experienced facilitators.

FOR FURTHER INFORMATION ON OUR PROGRAMME, PLEASE CONTACT US:



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