

A CONSULTATIVE  
VIRTUAL  
LEARNING  
PROGRAMME

# WAL1 *for* CHANGE

FOR SENIOR MANAGERS WITH THEIR MANAGEMENT TEAM



EMPOWERING PEOPLE  
*to learn for change*



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



## ABOUT THIS PROGRAMME

This Work-Applied Learning (WAL) 1 for Change 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 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 chief executives or senior 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 and share with the team members at their knowledge of the Action Learning process for the implementation of the change project.

### 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

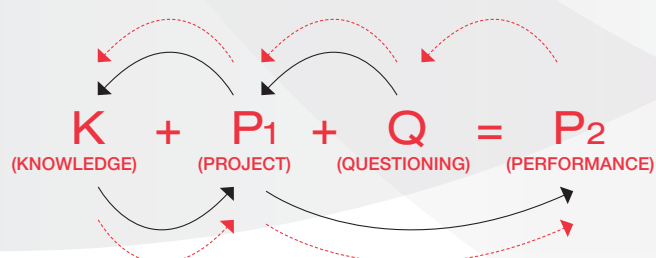
Topics include:

- 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

Managers who are **Certified Action Learning Facilitators** will receive advanced standing for module M2.

## CONSULTATIVE WAL PROCESS

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



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The senior managers 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

The senior managers 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, senior managers are individually guided by experienced GCWAL facilitators who will help them to reflect on the project. Each facilitator supports a small number of senior managers 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 change project, including reflections and lessons learned. The team members will provide to the senior manager their individual reports on their learnings and reflections, including their project and learning outcomes.

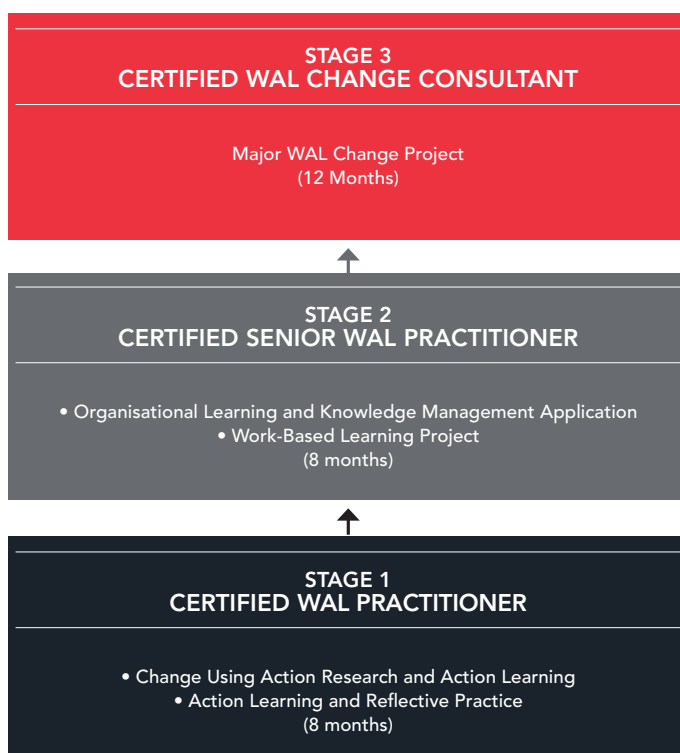
## PROGRAMME FEE

The programme fee is **\$20,000+GST** for each participant.

## CERTIFICATION AND OPTIONAL PATHWAYS

- Senior Managers who successfully complete all components of the deliverables will receive:
  - the award of **Certified WAL Practitioner** from GCWAL and Action Learning Action Research Association (ALARA),
  - **Complimentary membership** of ALARA for one year, and
  - **Advanced standing** towards a Master's qualification at either Australian Institute of Business or Leeds Trinity University UK. Further details are available on request.
- Those who do not complete all the components of deliverables will receive a **Certificate of Participation** in the programme from GCWAL.
- The optional pathways to advanced programmes and certification are shown in the diagram. More 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](http://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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