

A CONSULTATIVE
VIRTUAL
LEARNING
PROGRAMME

WAL1 *for* CHANGE

FOR CEOs OR DIVISIONAL DIRECTORS



EMPOWERING PEOPLE
to learn for change

SUPPORTED BY
ACTION LEARNING ACTION RESEARCH ASSOCIATION LTD



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 CEOs and Divisional Directors 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 CEOs and Divisional Directors who wish to plan and 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 CEOs and Divisional Directors 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 organisational change project.

M1 - CHANGE USING ACTION RESEARCH AND ACTION LEARNING

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

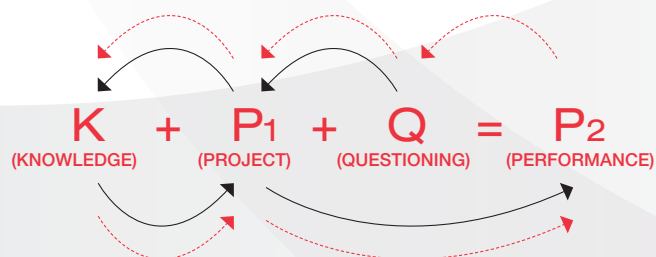
M2 - ACTION LEARNING AND REFLECTIVE PRACTICE

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, CEOs and Divisional Directors go through a consultative WAL process as summarised in the learning formula:



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They 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 CEOs and Divisional Directors 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 PROGRAMME ADVISORS

At scheduled times, CEOs and Divisional Directors are individually guided by experienced GCWAL Programme Advisors 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.

ENTRY CRITERIA

The participants should have relevant managerial experience as CEOs and Divisional Directors AND adequate English language proficiency AND a team of managers to work with on their organisational change project.

PROGRAMME DELIVERABLES

The CEOs and Divisional Directors will produce a project plan for each module and a report on the implementation of their organisational change project, including reflections and lessons learned. The team members will provide to the CEOs and Divisional Directors their individual reports on their learnings and reflections, including their project and learning outcomes.

All participants who have completed the deliverables of the programme will receive:

- a **Certificate of Completion** from GCWAL and Action Learning Action Research Association (ALARA), and
- **Complimentary membership** of ALARA for one year.

WORK-APPLIED LEARNING (WAL) PRACTITIONER CERTIFICATION

Participants who complete the deliverables including additional conceptual components will receive:

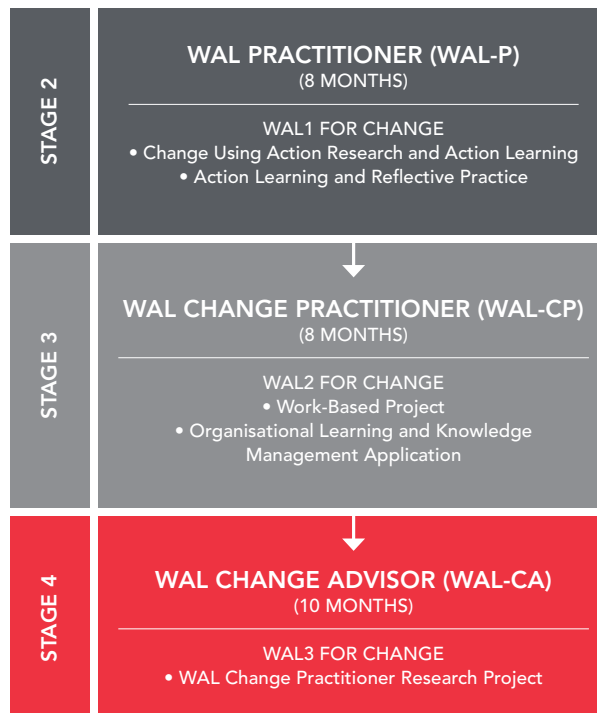
- the award of **WAL Practitioner** from GCWAL and ALARA, and
- **Complimentary membership** of ALARA for one year.

PROGRAMME FEE

The programme fee is **AUD30,000 plus GST** for each participant. Where the programme is delivered outside Australia, the same programme fee applies, plus any applicable taxes in that country. In the event a corporate client or association requests a customisation of the programme, an additional fee is applicable. While the programme fee is set for one year, the impact of global changes could result in a fee increase.

OPTIONAL PATHWAYS

The optional pathways to advanced programmes and certification are shown in the diagram. More details are available on request.



ABOUT



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.



Action Learning Action Research Association (ALARA) (www.alarassociation.org) is a global network of programmes, institutions, professionals, and people interested in using Action Learning and Action Research to generate collaborative learning, training, research and action to advance social changes and to transform workplaces, schools, colleges, universities, communities, voluntary organisations, governments and businesses.

FOR FURTHER INFORMATION ON OUR PROGRAMME, PLEASE CONTACT US:



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