

CROSSING THE CHASM



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LEARNING TO CHANGE, CHANGING TO LEARN

Be on the right side of the stats

So many change initiatives don't meet their expectations. If you add all those that never even get started; that's a lot of disappointing projects.

Riding the wave

Love it or loathe it, change is bound to happen. We can choose whether or not we want to be its promotor or its 'victim'.

It's a long trip

Dealing with change is all about our ability to modify our habits and encourage others to do the same.

CROSSING THE CHASM

TRANSFORMATION ON THE MOVE

Let's not talk about Change Management, but Doing Things Differently. Crossing The Chasm is a series of workshops and team coaching to provide the necessary support to a team or organisation dealing with an important change to the way it works and does business.

The workshops help the team to identify and overcome the risks to success looking at personal, team and organisational commitment together with the current context. Individual support is provided through mentorship for team leaders and key players to ensure focus is maintained, even during the most challenging phases.



OBJECTIVES & OUTPUTS

TANGIBLE RESULTS



Verify the current team mindset and skillset



Change readiness assessed



Develop individual and team mindset



Awareness of required behavioural shifts



Support development of individual and team skills



Team upskilled for current & future challenges



Generate best practices for dissemination within the organisation



Organisation wide return on investment

WORKSHOP OVERVIEW

KAIZEN STORM AT A GLANCE



#1 TESTING THE WATER

Assessment of AI/IS situation according to team managers.



#2 BUILDING IN PROGRESS

Three one day workshops to understand how to evolve, influence stakeholders and manage crises.



#3 TEAM COACHING

Coaching sessions to ensure the team maintain focus. One on one sessions for key players.



#4 AFTER ACTION REVIEW

Final workshop aimed at consolidating lessons learned and skills developed as a team and as individuals.

TESTING THE WATER



#1



Just how ready are we for the big leap? Just like any long trip, the team leading the transformation needs to be up to the task, but also hungry for it.

A series of initial interviews, and, if desired, behavioural surveys, will reveal the current state of readiness for change and identify critical areas requiring attention.

BUILDING IN PROGRESS



#2



Three one-day workshops explore the most relevant topics concerning transformation management. Contents of the workshops are decided on an as-needed basis to ensure practical application of the concepts and tools in the field. Typical topics include, stakeholder engagement and management, effective planning, changing habits, communication, cocreativity, from vision to structure.

TEAM COACHING



#3

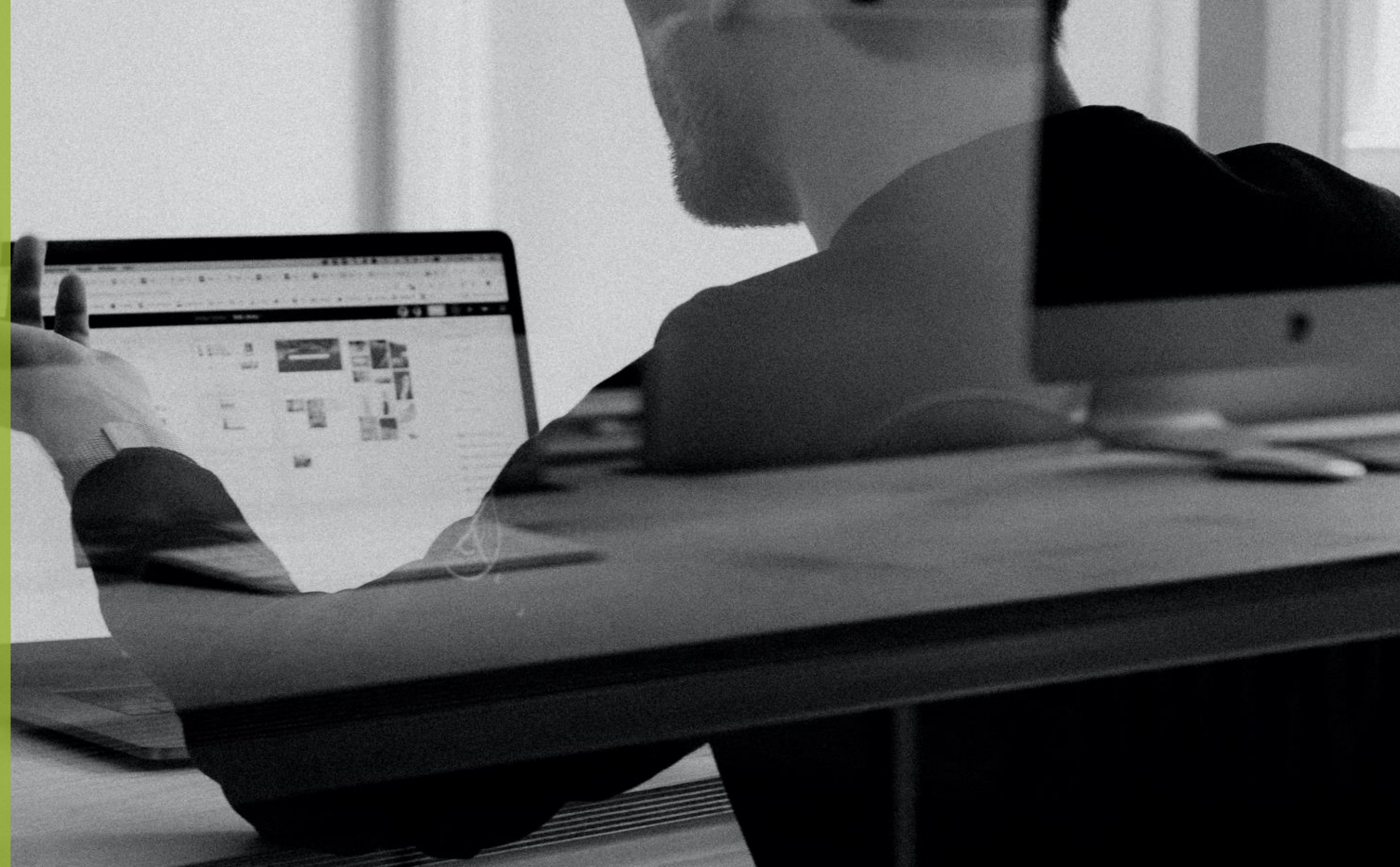
Between the workshops, shorter sessions of team coaching will be organised to ensure that the team are able to put into practice new knowledge and make sense of their experiences.

Key players in the team will have the chance of one-on-one coaching sessions to ensure that they can influence and guide the team on a day-to-day basis.

AFTER ACTION REVIEW



#4



This key tool is extended into a full workshop either at the end of the project or after the achievement of a significant milestone.

The workshop is centred on sensemaking for the group and team learning so that it, and other teams in the organisation, may benefit from its experience.

GET IN
TOUCH



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