

Wallbreakers™ Board Simulation



Overview

Why do we stress an importance to change?

Change is the most constant event happening in your organization. Every day, new initiatives and projects are launched to improve performance, increase profits, and enhance your competitive advantage. You could be implementing technologies to enable further more mobile workforce, reengineering processes to ensure regulatory compliance or pursuing an enterprise-wide transformation around customer experience.



The fact still remains that change is a common denominator for achieving the intended outcomes of your organization's initiative: **individuals**. Your initiatives impact how individuals do their work: their processes, job roles, workflows, reporting structures, behaviors and even their identity within the organization.

Change management is the approach to driving adoption and usage so initiatives deliver expected results and outcomes.

Every change management strategy must include an understanding of the unique characteristics of the change, a supporting structure to implement the strategy, and analysis of the risks of the change and potential resistance to the change.

And on these basics our simulation program will be playing a dynamic role of engulfing its participants into a world of constant challenges through a series of practical implementation that would test participants' cognition to leading change and also their ability to practice the most efficient means of decisions to it.





Wallbreakers™ Board Simulation

Our simulation program's model of choice to change are the eight accelerating steps of change by Philip Kotter:

- 1 Create urgency
- 2 Form a powerful coalition
- 3 Create a vision for change
- 4 Communicate the vision
- 5 Remove obstacles
- 6 Create short-term wins
- 7 Build on the change
- 8 Anchor the change



How You Will Benefit

- Improve communication and become a further credible change leader
- Learn how to use the constant factors of change to your benefit throughout different stages
- Create a collaborative work environment to achieve faster sustainable results
- Avoid the negative outcomes of over supervision and under supervision through leadership intelligence practices
- Obtain a critical thinking process for analyzing, diagnosing, and acting according to the situation
- Increase your effectiveness in change management, providing clear direction, observing and analyzing
- Retain your most talented employees through theory and application





At the end of the course, the participants will be able to:

- Connect their own experience and challenges with theory and action through dialogue and decision making of different situations
- Understand the different phases of an organizational change (Kotter, Maurer)
- Learn to think as a change manager and lead the department through the change (MBTI, Kotter, Maurer, Goleman)
- Learn the three levels of resistance and how to work with them (Maurer)
- Reflect back on own change behavior and current leadership challenges





Methodology

Before:

Business and learning objectives are defined in collaboration between the client and the consultant.

The scope of the intervention is agreed upon.

A one-day workshop example: Introduction to the objectives

Participant acquaint themselves with the objectives and talk about their own challenges if needed.

Wallbreakers is run in three phases, Start-Up, Implementation and Anchoring.

Wrap up with what to take-away from the simulation.

The participants link the take-away to their own challenges.



After:

After a given timeframe progress is measured with regard to the business and learning objectives.

The change effort continues with Wallbreakers™





Who should attend?

- ✕ Top Management in any sector, Government /Private
- ✕ 7 years and more , C level , Directors , Area Managers , G.M , A.G.M , Consultants , Funds Managers , Portfolio Managers , Government Managers, Manager in any field



Program Duration

The program will be offered 2 times for the 4th Quarter of 2017, each month 1 day for different batch

- ✕ **Batch 1: Tuesday 14/ 11 / 2017**
- ✕ **Batch 2: Thursday 21/ 12 / 2017**

Select the batch that suits you

It is 1 full day program

8:00 A.M - 5:00 P.M.

Including breakfast, Lunch & Refreshment all the day



Trainers

Pool of qualified trainers who are experts in the simulation programs and certified from the international organizations in this field, mainly all the trainers for these programs are from outside Kuwait, based in Dubai, all Arabs and bi-lingual



Fees

KIBS Training Program Fees 225/- KD

HOTEL



Venue:

Jumirah Messilah Hotel – Kuwait



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Prepared by Professional Certificates Center- Training Dept.

Kuwait Institute of Banking Studies -KIBS