

Changesetter Learning Concept at a glance

Setting the stage

Face to face game-learning

Around the job & stretched learning

1 Intake

Definition of learning goals

3 Changesetter

Three chapters of gameplay with a simulator and debriefings around a big floorboard

Simulation on leading organizational change and practical understanding of resistance, based on theories from Maurer, Kotter, Goleman, Blanchard, Myers&Briggs and others

Cases:

- Merger
- CRM
- LEAN
- Restructuring & Synergies
- Customer-Driven Innovation & Co-creation (Sales case)

Can be more powerful with a customized scenario

4 6Styles: who are you?

Simulation and Toolbox based on Daniel Goleman's theories on the six fundamental leadership styles and emotional intelligence

Challenging leadership preferences, skills and emotional competences

Cases:

- Customer focus
- The New Leader
- The Conflict
- The Crisis
- Turbulence

5 Changesetter Colleagues

- Stretching the game-experience to professionals who are subject to change;
- Becoming familiar with the concept and theories of Changesetter;
- Triggering reflection on organizational diagnosis and approach and one's own and colleagues' behaviour.

More powerful with a customized scenario

6 ChangesetterLive

- Mapping progress of your organization's change projects on your tablet;
- Receiving theoretical feedback;
- Conducting organizational change with a common and visual language.

7 Stretched learning on the on-line simulator

Continuous learning and experimenting around individual / specific learning goals on the Changesetter- and 6Styles-simulator

2 Preparation

Design of script and learning & development agenda

Learning & Development Agenda

Co-creation

Customization - development of tailored scenarios

In-company authorization