

INTRODUCTION TO "BE A CHANGE NAVIGATOR"

"It's Not the Change, It's the People"
Leading Self & Others Through Transitions

INTRODUCTION

This program seeks to address the root of what really matters in **change: people**. There is already an abundance of knowledge and processes to manage changes. These tend to address both **tasks and people**. However, because of their holistic approaches, the impact of human and emotional experiences and reactions of people as they transit through change is not emphasized enough. A lot is known about why change fails and there are two core reasons; ineffective managers and resistance from employees. More importantly more and more is being discovered about what factors are present when **change initiatives succeed**. These factors include positive as well as negative messages, collaborating with the people who are responsible for **implementing the change**, clear communication about how the change will occur, participation and support from senior leaders, and most importantly, **clear and compelling goals and objectives**. Failure or success, it's all about people whom this program puts on center stage. Inspired and co-created by Chris Musselwhite, the founder of Discovery Learning Inc and author of "Dangerous Opportunity- making change work", this program is a culmination of research and adaptation of work from change experts like Kurt Lewin, Elizabeth Kubler-Ross, William Bridges, Claes Janssen, Sabrina Spencer and John Adams.



CHANGE NAVIGATOR

AGENDA

1. What are the real challenges to Change
2. Leading Self through Change: the Change Style Indicator
3. Leading Others through Change: the Change Process Model & Change Navigator Assessment
4. Introduction to the Change Navigator program

DATE & TIME

Friday, 1 August 2014
4:00 pm - 6:00 pm

LANGUAGE MEDIUM

English

VENUE

The Hong Kong Management Association
1-6/F First Commercial Building
33-35 Leighton Road
Causeway Bay HONG KONG

FEE: HK\$100

DEADLINE FOR REGISTRATION

1 week before course commencement

WORKSHOP LEADER

George T.K. Quek is Discovery Learning's Master Trainer in Asia who works with leaders and their teams to improve their individual and organisational leadership and management performance. He has trained, coached and consulted for more than 3,000 executives and leaders from over 100 organisations throughout the Asia Pacific in the last 5 years. Prior to that, he had over 15 years of senior leadership experience with Fortune 500 and regional multi-national corporations. George has lived and worked in Singapore, U.S.A., Hong Kong, China, Taiwan, Thailand and Indonesia. His expertise is in leadership soft skills like Coaching, Mentoring, Influencing, Change, Conflict Management and the practice of Servant Leadership. Besides consulting and facilitating, he also serves as an executive coach to leaders and executives. Some of the organizations he worked with are Pfizer, Prudential Assurance, ABB Industry, Rhodia, Deloitte Touche, Mead Johnson, China Light and Power, Lenovo, Dell, Microsoft as well as various government bodies.

George has worked across a diverse range of industries. He started his career as a consultant with Andersen Consulting (now known as Accenture) before joining ServiceMaster, a US Fortune 500 multinational that was on Fortune's Most Admired Companies list and renowned for its service excellence. George later joined a regional logistics services group as its General Manager for Greater China where he lived and spearheaded start-ups. He was subsequently promoted to become the Vice President/Business Unit CEO with responsibility over 800 employees in 6 countries. George earned both Bachelor and Master in Business Administration from the University of Texas at Austin. He is a Board Certified Coach (BCC) who qualifies with a Certificate in Corporate Coaching from Corporate Coach U, USA. George is a Master Trainer for the WorkPlace Big Five ProFile as well as a master certifier for DISC and Discovery Learning's Change/Influencing/Decision Styles Profiles. He is also an accredited in psychometric assessments MBTI, FIRO-B and Hogan. In addition, he is a certified NLP practitioner and is also certified in Center for Creative Leadership's suite of 360 assessment tools like Benchmarks as well as the Conflict Dynamics Profile and simulations Organization Workshop and OSOSIM.

A 2-Day Workshop on "Be a Change Navigator" will be held on **Monday & Tuesday, 15 & 16 September 2014**. It is a follow-up workshop of this class which will cover visual problem solving skills in more details.

For course enquiries and reservations, please call Customer Service Department on 2774-8501 or via fax 2774-8503. For course details, please contact Ms Jane Ma on 2774-8552; or visit the HKMA website: www.hkma.org.hk/seminar.

Introduction to Be a Change Navigator

AC-A6796B-2014-1-FC Friday, 1 August 2014

Fee: HK\$100

Name (Mr/Ms): _____
(Surname) (Other Names)

HKID Card No.: _____ HKMA Membership No.: _____

Position: _____

Company: _____

Address of Company: _____

Telephone No. (Office): _____ (Residence): _____ (Mobile): _____

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Cheque Number: _____ Cheque Amount: HK\$ _____

Name and Title of Nominator (Mr/Ms): _____

Nominator Email / Address: _____

Sponsorship Company-sponsored Self-sponsored

Where did you **FIRST** learn about this programme?

Email Newspaper/Magazine (please specify): _____ HKMA email

Email promotion from other websites (please specify): _____

Website advertisement (Please specify): _____

HKMA Website (From where did you learn about, please specify): _____

MTR Station Display (Please specify): _____

Exhibition Education & Careers Expo (EEX) Jobmarket Career & Education (EJEX)

Others (Please specify): _____

- This form together with a crossed cheque payable to The Hong Kong Management Association should be returned to: Executive Director, The Hong Kong Management Association, 16/F Tower B Southmark, 11 Yip Hing Street, Wong Chuk Hang, Hong Kong.
- Registration must be made on the Enrolment Form provided and returned to the Association before the programme commencement date (Not less than 5 days) with full fee.
- Acceptance is subject to the discretion of the Association.
- Applicants will be notified by telephone to confirm receipt of the application form and full programme fee. An official receipt will be sent to you within two weeks.
- Applicants are expected to attend the course at the place and time specified in the brochure unless otherwise notified.
- When a programme is over-subscribed, additional classes may be started in some cases. Applicants may then be notified of the new time, dates and place of meetings when necessary.
- For **ENROLMENT** and **ENQUIRIES** please call **2774-8501** (Customer Service Department) during normal office hours or fax **2774-8503**.
- No refund will be made after payment, but participants can arrange to have their places substituted should they be unable to attend the programme by notifying the Association at least 2 days prior to programme commencement.
- Fax reservations are welcome but are subject to confirmation by payment in full within 10 days of the date the reservation is made or 5 days prior to programme commencement, whichever is sooner.
- Applications, upon full payment, will be processed on a first-come first-served basis.
- When Typhoon Signal No.8 or above is in force during classes/examinations, all classes and examinations will be dismissed immediately. Replacement classes and remedial examinations will be arranged. When Black Rainstorm Warning is in force during classes/examinations, all classes and examinations will be held as scheduled.
- The HKMA reserves the right to make alterations regarding the details. For course details, please contact Customer Services Department on 2774-8501 or Ms Cathy Shen on 2774-8536. Website: www.hkma.org.hk
- The HKMA supports the equal opportunities policy, without discriminating against any person on the grounds of gender, disability, family status or any other basis.

Note:

1. I shall comply with The Hong Kong Management Association (HKMA) Privacy Policy Statement, the Hong Kong Personal Data (Privacy) Ordinance (Cap.486) and other related regulations which will be changed from time to time. I declare that the data given in support of this application are, to the best of my knowledge, true, accurate and complete. I understand that the data will be used in the admission assessment process and that any misrepresentation, omission or misleading information given may disqualify my application for admission and enrolment in the programme.
2. I understand that, upon my registration in the programme, the data will become part of my student record and may be used and processed for all lawful purposes relating to my academic and/or non-academic activities in accordance with the established policy of the HKMA and the Hong Kong Personal Data (Privacy) Ordinance (Cap.486).
3. I expressly consent that the personal data will be used for the HKMA administrative, academic, research, statistical, alumni activities and prescribed purposes as allowed by HKMA and the laws of Hong Kong from time to time.

Declaration

I authorize the HKMA to use my data to keep me informed of any direct marketing information including training and education programmes, awards and competitions, membership, alumni, promotional activities and other services and activities that it may arrange.

Please tick the box to indicate your consent.

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Date: _____

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