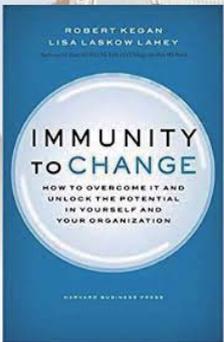


Unlocking Your Immunity to Change

Thursday, 10 October 2019

9:00 am – 5:00 pm



"The Immunity to Change programme is still used today at McKinsey and is the highest-rated programme among senior partners."

Neil Janin
Director Emeritus, McKinsey

UNLOCKING YOUR IMMUNITY TO CHANGE

INTRODUCTION

Have you ever wondered why

- Senior leaders understand the benefits of the organisation's new strategic direction and commit to act in line with the new strategy but several months later, very little on their part has changed?
- Managers hold back from giving tough feedback that will be helpful for the development of their staff?
- Employees hesitate to take on new assignments that will be good for their professional and personal growth?

Business demands that we must change more frequently than ever before and yet we still struggle to understand what is involved in personal change. Successful organisations require people who welcome and see change as an opportunity.

We need an innovative and impactful approach to change that works. Unlocking Your Immunity to Change is a program designed to help individuals and teams uncover and challenge the assumptions that have stopped them from making progress on important goals. It is based on the work, Immunity to Change, by Harvard Professors, Robert Kegan and Lisa Lahey and is a highly engaging and interactive experience for anyone who wants to understand what works in making personal change in an organisation and in their lives.

OBJECTIVES

At the end of the program, participants will have:

1. Identified their behaviours that work against their own growth and transformation
2. Uncovered the mental models that sustain these behaviours
3. Designed a plan to test the validity of their mental models

DESIGNED FOR

Leaders, individuals, coaches and intact teams who are keen to help others and themselves make personal and collective changes that have proven resistant despite well-intentioned plans and tremendous effort.

CONTENTS

1. Goal Setting - Set improvement goals that are organisationally & professionally important
2. Anti-Goal Behaviours - Identify behaviours that they are doing or not doing that work against their improvement goals
3. Competing Commitments - Surface hidden goals that conflict with their improvement goals
4. Big Assumptions - Understand the core assumptions that hold them captive to their competing commitments
5. Experiment - Design an experiment to test a Big Assumption that will make the biggest difference if it were to change

METHODOLOGY

Mini-lectures, self-reflection, paired sharing and large group discussions.

[Register Now](#)

WHAT PARTICIPANTS SAID

"I believe the Immunity to Change approach is really effective and Michael is a very good guide through the process. I'm going to use the approach to map out more of my blockings. I also realised that some of my worries and hidden commitments are closely tied to experiences from my past. And it's always great with the individual feedback to really get clarity on what to act on."

Marielle Bostrom, Vice President, Global Textile and Apparel Sourcing, Ralph Lauren Asia Pacific

"My team and I had the chance to attend the workshop facilitated by Michael, "Unlocking the Immunity to Change" - a workshop which is different from the usual business courses. It gave a different perspective at the personal level of resistance, behaviors and other competing commitments which hinder change. I advise those who are serious about change management for themselves and their organizations to attend this workshop."

Henry Cheng, Regional Director & General Manager, St Jude Medical (Southeast Asia, Taiwan & Hong Kong)

"I was fascinated by the ITC framework which was seemingly counter-intuitive initially but after the workshop, I realised that it made perfect sense! The challenge (and opportunity) lies in applying it to both professional &/or personal settings, with an open and embracing mind, so as to accomplish the 'improvement goal'."

Ken Wong, Executive Director, Group Human Resources, United Overseas Bank

WORKSHOP LEADER

Mr Michael Boey, MBA (Warwick) and Director, LeadBack Coaching & Consulting

Michael was trained by Harvard Professors Robert Kegan and Lisa Lahey in the use of the Immunity-to-Change methodology and has shared this methodology with clients in Hong Kong, Malaysia and Singapore. He has extensive experience operating in Asian and Western multinational corporations where he was previously the Head of Talent & Learning at General Electric (Healthcare) Asia Pacific and United Overseas Bank Group (UOB). Highlights of his career include helping UOB achieve the ASTD (American Society for Training & Development) BEST Award for 3 consecutive years from 2009 to 2011 for excellence in talent development, triple the percentage of engaged employees and halve the proportion of disengaged employees over 3 years, and initiating in GE Healthcare a Peer Coaching program that was recognised as a best practice. Michael also holds Change Management qualification from the NTL Institute for Applied Behavioural Science, Maryland in the USA.



DATE & TIME

Thursday, 10 October 2019

9:00 am - 5:00 pm

LANGUAGE MEDIUM

English. Participants can choose to raise questions and respond in Cantonese or Putonghua.

FEE

HKMA Member: HK\$3,000

Non-member: HK\$3,200

Early Bird Discount: HK\$200 each

(For those who make payment before 10 September 2019)

Group Discount: HK\$200 each

(For companies which send a total of two OR more participants to this course and enrol at the same time)

DEADLINE FOR REGISTRATION

1 week before course commencement

VENUE

The Hong Kong Management Association

1-6/F First Commercial Building

33-35 Leighton Road

Causeway Bay HONG KONG

ENQUIRIES

For course details, please contact Ms Diana Li on 2774-8552; or visit the HKMA website: www.hkma.org.hk/seminar. For course enquiries and reservations, please call Customer Service Department on 2774-8501 or via fax 2365-1000.

[Register Now](#)

