



BECOME AN AGENT OF TRANSFORMATIVE CHANGE

Change by Design Circle is a programme designed to boost your courage and enable you to lead change in a transformative way.

You will work on how to design transformative processes, including mobilising and facilitating stakeholders and empowering yourself as a leader of change.

You will be presented with well-founded and research-based methods and tools that have enriched our practice and created transformations in our customers' organisations.

You can expect different learning environments where tangible and visual tools go hand in hand with science-based theories and where being and learning from nature is mixed with result-orientated action learning exercises you can apply in your organisation.

Change by Design Circle is for you if you:

- are a leader of strategic initiatives, change manager, innovation partner, development specialist or a leader of a team/department with a focus on innovation or change
- are involved in innovation targeting new or existing end-users or you are leading the innovation of internal processes, culture and structures
- find yourself leading initiatives that challenge the status quo of the organisation and the people involved without having the strategic frameworks, tools and methods to address the challenges you meet



"I gained a much greater awareness of my way of acting and making changes with others in the organization and this - together with new theory and tools - has significantly strengthened me in my work."

SIGNE UTOFT ANDERSEN | INNOVATION FACILITATOR | NNE

OUTCOME

You will gain deep insight into and hands-on tools related to:

- Designing and leading transformations in your organisation
- Assessing your organisation's change readiness,
- Framing transformative change strategically
- Leading up-stream and engaging key stakeholders
- Creating safe spaces and conditions for success
- Addressing self-limiting patterns and raising levels of consciousness

Your organization will benefit from a:

- Change process leader, who can link the change to the organization's strategy and purpose
- Facilitator, who knows how to create a space for change and secure every stakeholder is engaged
- Change specialist with a solid knowledge of methods and tools to facilitate transformation
- Colleague more conscious of her/his own position in creating change



The program is offered by ViaDesign's founders **IDA VESTERDAL** and **SUNE KJEMS**.

Via Design has +20 years of experience in helping organisations innovate and change. We work in both the public and private sector and are used in various roles, as coaches of leaders, as advisors within innovation and change and as designers of new processes, models and structures.

THE PROGRAM INCLUDES



Coached session clarifying your intention for attending



WS #1 - 7. February

Wake-up calls for transformation

- What is transformative change
- What calls for transformative change right now
- How do you analyse your own and your organization's readiness for change
- How do you identify the type of change in which you are involved



Online check-in



WS #2 - 7. March

Transformation in organisations

- What must be in place to be able to change organizations transformative
- What are the classic pitfalls in change initiatives
- What are the decisive things organizationally and procedurally to succeed



Online check-in



WS #3 - 18. April

Transformation facilitation

- What mind-set and behaviour characterizes a leader of transformative change
- How do you create the conditions to succeed with transformative change
- How do you facilitate and lead change at different levels of consciousness
- How do you mobilize the right people in your transformative change effort



Online check-in



WS #4 - 16. May

Transforming yourself

- How do you expand your level of consciousness and overcome self-limiting patterns and behaviours
- What will strengthen your courage and what do you need to leave behind that stands in the way to for fill your full potential



Online check-in



WS #5 - 7. June

Transformative integration

- Alternative examination and compilation of everything you have learned and worked with during the program
- Your declaration to personally integrate your role of an agent of transformative change



Access to the Change by Design Circle Alumni offerings

Before each workshop, you will receive material to read or watch. You will be asked to carry out assignments to train your transformative skills in between workshops.

We will meet in beautiful surroundings in Copenhagen; either indoors in the city centre or in Rude Skov just north of the city.

The total price is DKK 30,000 ex VAT