



**Key Learnings from the DrawSuccess
Integration & Change Management Level I Program**

The DrawSuccess Integration & Change Management program is ideal for organizations going through one or more of the following situations:

- Assimilating a new manager, leader or team member
- Implementing a major change initiative, i.e. change in policy, new product/program introduction, system integration, ambitious/challenging goals, etc.
- Re-energizing and engaging the workforce
- Reorganizing, including shifting roles, downsizing or growth
- Merging with or acquiring another group, company or organization

Key Learnings for the workshop include:

Sharing the things that each participant wants in a job, organization and manager and exploring the characteristics to Nurture, Cultivate, Eliminate or Avoid.	
Digging under the surface to understand the behaviors and actions that motivate and demotivate (and the things that gain or lose trust) in order to increase retention and loyalty.	
Identifying future trends your organization may be facing, the impact of each and how to prepare for them.	
Developing solutions and actions to address the challenges, concerns, issues and needs that occur during times of change.	
Getting input from others on how they perceive you and learning how to adapt your natural style to improve, strengthen and clarify communication.	
Progressing through a proven model to optimize performance and accelerate integration.	
Exploring the “whys” (factors, situations and actions) that stimulate change (positive or negative).	
Anticipating and preparing for problems that result in (or are a result of) change.	
Coming up with ideas to make it easier, more pleasant and more efficient to integrate a new manager, co-worker or team member.	
Defining solutions for building a happy, motivated and fully engaged workplace.	
Stressing the importance of everyone setting a positive and inspiring example for others.	
Exploring the ways diverse people relate to change to achieve higher levels of alignment.	
Developing action plans to help prepare for and adapt to organizational change.	
Explaining the “DrawSuccess Change Model” which suggests that change initiatives are likely to fail unless workers are highly motivated to change their own individual behavior.	
Using the DrawSuccess Motivation Model to align organizational, group and personal wants, needs and goals.	
Discussing the four stages of: Team Development, Change, Competence and Leadership.	
Understanding the things that are inside or outside each person’s control using the DrawSuccess Circles of Control Model and identifying the situations where you should Act, Understand or Prepare.	
Delving into the dynamics of innovation, change and risk-taking.	
Taking action on the ideas generated from the event to create individual, team and company goals and actions to deliver results.	