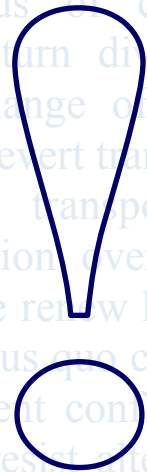


change

FLOW

***Change Flow is a six day package
that combines core change skills
training with a customized
application component***



Helping organizations, teams
and individuals gain from change
The Adao Institute for Change

Overview

Change is driving us in an unprecedented frenzy. As the pace increases, our shell-shocked work force is caught in the middle. Passion, commitment, and initiative are sacrificed when our people put their heads down and struggle just to hang on. And why should we expect them to know what to do? Our schools teach data retention and job content — not the skills we need to integrate change!

Take advantage of **changeFlow**TM: the training package that will best prepare your people to be masters of change. Combining **humanFlow**TM, **communicationFlow**TM and **problemFlow**TM; and finishing off with a full day of situation specific skills application, this program represents your best chance to develop an organization that thrives in our world of constant change.

Seminar Agenda

Day 1	humanFlow TM	Develop your knowledge of human dynamics
Day 2	communicationFlow TM	Connecting & building trust, transfer of information
Day 3	communicationFlow TM	Feedback and alternate strategies
Day 4	problemFlow TM	Situation appraisal, data interpretation
Day 5	problemFlow TM	Generating solutions, improvement cycle
Day 6	changeFlow TM	Applying what we've learned to our current situation

Agenda for changeFlowTM (Day 6)

AM	8:00 am — 8:30 am	Group check in
	8:30 am — 10:00 pm	Integrate the concepts of preceding 5 days into the change model
	10:00 am—12:00 pm	Apply skills to existing scenarios (based on case studies prepared in advance or through in-class brainstorming)
PM	12:00 pm – 1:00 pm	Lunch
	1:00 pm – 1:30 pm	Interactive review of key insights from morning session
	1:30 pm — 3:30 pm	Apply skills to existing scenarios
		Redefine identities to align with change
	3:30 pm — 4:00 pm	Interactive review of key insights from afternoon session
	4:00 pm—4:30 pm	Open forum & wrap-up

Presentation Style

You will notice a difference in how we share our experience. Adults learn best when fully involved and responsible for their own learning. We therefore provide you with the opportunity to participate in action learning: an interactive, engaging, and fun method of idea exchange and skills development. You will learn not only from your seminar leaders, you will learn from the shared experiences of others in your group.

Finally, we don't just pack up our bags and head for the hills! In the one month following your seminar, you are invited to contact Anne or Eric via phone or email with any questions, queries, or posers. This can help you to clarify, reinforce, and especially to fully apply the skills you learned during the seminar. The bottom line: great skills locked in your head won't advance your career or your business— skills in action will!

“I wish I had taken this seminar when I started my business ten years ago. It would have made running it a lot easier!”

Scott Rasksen
President
The Metal Place Inc.

“Outstanding! Very well thought out, organized and articulated. Valuable exercise and handout materials. I especially valued the attention given to individual specific concerns and areas of interest.”

Susan Barak,
Program Manager, Focus
York Region District
Schoolboard

““You have a tremendous gift of engaging with the audience and adding life to the course material. Exceptional facilitation and training!”

James E. Baston, MBA
President
Baston, Barnett & Associates