



## Systems Thinking and Organization Design

## High Performance Leadership



## Leading Culture Change

# Virtual Workshops That Deliver Results

## Three Series of Workshops For Our Chaotic Times

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**Design Your Organization** to be perfectly designed to get the results you need

**Increase Your Leadership Capacity** to band together in times of great change

**Lead Changes In Culture** to keep pace with the complex world

# Series One: Systems Thinking & Organization Design

(10 workshop sessions)

1. **Paradigms, Organization Systems, & Diagnosis Process:** seeing the organizational systems as they really are
2. **Organization Design:** processes and tools to deliver better results
3. **Purpose:** Crafting one that is compelling and deeply shared
4. **Work Processes:** aligning to deliver what the customer needs
5. **High Performance Teams:** designing self-sufficiency
6. **Structural Options:** fine tuning for even better results
7. **Rewards:** rewarding the right behaviors and discouraging the wrong ones
8. **Development Paths:** building greater synergy
9. **Organizational Viruses:** counteracting resistance to change
10. **Implementation Planning:** turning plans into results

## KEY TAKEAWAYS

**Purpose:** To continuously align the organizational systems to ensure survival in the changing world

This requires:

See Virtual Previews for Systems Thinking and Organization Design

<https://hpoglobalalliance.com/products/virtual-workshops/>

- 1 Constant monitoring of the evolving critical stakeholders' needs
- 2 Strategizing to fulfill these evolving needs
- 3 Designing work processes to be aligned with changing strategies
- 4 Organizing to solve problems at their source
- 5 Developing new capabilities to keep the organization competitive
- 6 Synergizing work efforts with key stakeholders so everyone wins
- 7 Adapting swiftly as external conditions require to fulfill the stakeholders' needs

"Putting Dave's Organizational Survival Code into practice, LOOP not only survived but thrived as the organization became more responsive, innovative and profitable even as its traditional crude oil import business declined significantly."

— Tom Shaw, President, LOOP LLC.

# Series Two: High Performance Leadership

(10 sessions)

1. **Genesis of Leadership:** where and how it begins
2. **Natural Laws and Survival:** proven principles for leadership's staying power
3. **Earning Trust:** the glue and lubricant of all positive behaviors
4. **Leadership Mindsets:** Are you a subordinate or a steward?
5. **Make Their Business Your Business:** taking stakeholders seriously
6. **Shaping a Compelling, Common Purpose:** beyond words alone to shaping united, aligned behaviors
7. **Organizational Survival Code:** how leaders live by natural laws
8. **Synergistic Partnerships:** conversion from transacting to true partnering
9. **Embracing Change:** being the role model that others want to follow
10. **Leaving a Legacy:** Shaping your contributions to outlast your works

## KEY TAKEAWAYS

**Purpose:** to influence others so that they intrinsically pursue the organization's purpose and goals

This requires:

[See Virtual Preview for High Performance Leadership](https://hpoglobalalliance.com/products/virtual-workshops/)

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- 1 Showing your total personal commitment and sacrifice to achieve the purpose/goals
- 2 Aligning everything with natural laws that govern organizational survival
- 3 Deriving power from trust
- 4 Leading a united effort to have win-win outcomes with key stakeholders
- 5 Relishing the challenges of change and helping others to do the same
- 6 Knowing that your contributions will be celebrated long after you have gone

"Dave was one of the pioneers in high-performance organizations at P&G and was one of the few who could really make it work through his leadership. I have worked with him on combining high performance worksystems with lean management and have learned a great deal from him."

— Jeff Liker, author of *The Toyota Way*

# Series Three: leading Culture Change

(5 sessions)

- 1. Why Pay Attention to Culture? It delivers every result you produce**
- 2. Why People Do or Do Not Change:** understanding why changing or not changing is logical to each person and how to influence others
- 3. Leaders of Change:** what enables them to do what they do
- 4. Changing The Leadership Culture:** moving beyond “supervision” to solving problems at their source
- 5. Organizing and Sustaining Change:** Key organizational roles and planning tools that address enable successful implementation of change

**Purpose:** to guide culture change projects so that commitment grows and good intentions are turned into desired results

This requires:

[See Virtual Preview for Leading Culture Change](https://hpoglobalalliance.com/products/virtual-workshops/)

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- 1** Understanding how culture delivers your results and pointing out examples of this to others
- 2** Leading the processes to identify needed culture changes & earning trust and commitment of the “critical mass” to make the changes.
- 3** Developing strong leaders and teams of leaders at all levels in the organization
- 4** Organizing an implementation plan and a managing structure that guides the change process to a successful outcome.

Please let us hear from you!

For more information call +1 888.655.5388

Or email us at: [info@HPOGlobalAlliance.com](mailto:info@HPOGlobalAlliance.com)



[www.HPOGlobalAlliance.com](http://www.HPOGlobalAlliance.com)

# Workshop Details

**Distance Learning:** Zoom video conferencing

**Engaging:** More than mere virtual learning lectures

- Prework
- Worksheets and other tools
- Application to participant's real-world work

**Various Options:** Learn what you want

- Single sessions
- Individual series
- Three-series package

**Flexible Pricing:** Prices vary according to the size of your organization. Customized sessions/series may be negotiated.

## Workshop Leader Dave Hanna

Dave is a former Procter & Gamble manager and a consultant who has helped organizations improve their business results in North & South America, Europe, Asia, Australia, and Russia. He is a partner at the HPO Global Alliance and the author of *Designing Organizations for High Performance*, *Leadership for the Ages*, and *The Organizational Survival Code*. His ability to help clients develop practical solutions to complex problems sets him apart from many others in the field.

