

overcoming immunities to organisational change

Rooted in

Argyris, Kotter, Kegan
Appreciative Inquiry

Objectives

Expanding Change ownership with enhanced context, clarity and conviction

Assimilating and leveraging principles of organic and inorganic Change

Optimising the dual mandates of speed and sustainability

Outcomes

Successful change roll-outs meeting quantitative and qualitative goals

Expanded workability and collaboration across the organisation

Change-owners equipped with definitive frameworks to analyse & implement change



#ChangeManagement #ChangeOwnership #CreatingBuyIn

Elephants in the room need to be acknowledged before they can be made to dance! delTA looks at the contradicting realities that any change initiative needs to align: big picture and detailing, strategic imperatives and ground realities, hard numbers and softer sensibilities.

What is your change appetite? How does it compare with the collective change appetite of the environment and the various stakeholders? What concerns and conflicting commitments drive this appetite? With deep inquiries along these lines, delTA ushers the participants into confrontational spaces. Powerful and often counter-intuitive insights emerge as natural outcomes. A strong commitment crystallises, and aligned leadership is now willing to put all its weight behind it.

One way or another, leading change is an iterative exercise in identifying resistances, generating inspiration and creating a series of buy-ins. This approach at the core of delTA paves the way for the accelerated impact required for a long term and sustainable outcome.

Scope and coverage are customisable as per organisational requirements.

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