



Leading for Organizational Improvement™

AUDIENCE

Professionals, senior and middle managers, and executives who must lead, support and nurture the constant organizational change essential to staying competitive in today's global business environment. .

Master your ability to lead through change

Program Benefits

Downsizing, process improvement, improved customer focus, and reengineering are refinement efforts that have emerged from today's climate of continuous organizational change. But these efforts can only work if managers learn how to lead the change process. To help organizations make these improvements, BTS has created *Leading for Organizational Improvement™*, a dynamic 3-day program that teaches managers the skills they need to identify, design and implement changes that improve organizational performance. Participants learn new skills and competencies to become leaders through the constant change caused by turbulence in today's business environment. More importantly, they apply and exercise these skills so they can begin to impact their business immediately. Upon completing *Leading for Organizational Improvement*, participants will be empowered to:

- Evaluate how their business must change to sustain competitive advantage
- Promote organizational excellence through customer satisfaction, process improvement, employee commitment and strategic leadership
- Build, manage and support teams to drive improvement efforts
- Develop and sustain an organizational architecture to support systematic improvement
- Identify roadblocks and pitfalls in the change effort, and develop strategies to overcome them

Program Description

Leading for Organizational Improvement is based on a model of organizational change supported by BTS's Leadership Framework. During the computer-based simulation, participants become the president of Vendit, a \$288 million manufacturing company. During three 80-minute rounds, participants attempt to steer Vendit through a major change process. The simulation places special emphasis on leadership and team-building skills. It is designed to generate discussion and underline learning points regarding quality management and the change process. The simulation process also creates a basis for action planning at the end of the training.

Implementation/Customization

Leading for Organizational Improvement is a 3-day program. It combines learning exercises to help individuals learn in risk-free settings, structured exercise showing the behavioral impact of structure and team development, and action planning for ready application of new skills and approaches back on the job.