

## SOLUTION STRUCTURE

DURATION	CONTENT
1 Day	<p>Workshop Objectives</p> <ul style="list-style-type: none"> <li>• Expected Outcome</li> <li>• Structure &amp; Process</li> <li>• Culture &amp; Deep Learning</li> <li>• Inspiring “Beliefs” – 8 steps model</li> </ul>
	<p>Culture Transformation Directions</p> <ul style="list-style-type: none"> <li>• Finalized Culture Blueprint</li> <li>• Values Commitment Level Survey</li> <li>• Accepted CT Master-plan</li> <li>• Key Challenges &amp; What it takes</li> </ul>
	<p>Understanding XO Performance</p> <ul style="list-style-type: none"> <li>• 4 Levels Performance</li> <li>• 4 Types of Performers</li> </ul>
	<p>Becoming XO Part 1</p>
	<p>Becoming XO Part 2 – 5 Change Strategy</p>
	<p>Becoming a LO Team</p> <ul style="list-style-type: none"> <li>• Spirit of an Effective Team</li> <li>• The 5 Components</li> <li>• Leaders &amp; Followers Roles</li> <li>• “As Is” vs “ Could Be” Analysis</li> </ul>
	<p>Managing Change – The Change Abbyss - The Change Process &amp; People</p>
	<p>Identifying CT Roles &amp; Resp.-</p>
	<p>Becoming The Change Champion - Part 1 The 3D of the Change Champion</p>

DURATION	CONTENT
1 Day	Introduction “Good & New”
	Sharing “Good & New”
	Organization’s Vision & Strategies
	Role of Culture & Values in Organization’s Strategies
	Orgn. Culture Transformation Process <ul style="list-style-type: none"> <li>• DIBTA Methodology</li> <li>• Managing The Transformation</li> <li>• Orgn. Culture KPIs</li> <li>• Leadership Role Modelling</li> <li>• Promotional Strategies</li> <li>• PMS &amp; Values Assessment</li> </ul>
	Developing the Culture Dashboard
	Detailing Key “CW” Actions <ul style="list-style-type: none"> <li>• Leadership Training</li> <li>• PMS Inclusion &amp; Training</li> <li>• Promotion Activities</li> </ul>
	Culture Awareness & Teambuilding Workshop <ul style="list-style-type: none"> <li>• Finalize Structure &amp; Activities</li> <li>• Roles &amp; Responsibilities</li> <li>• Logistics</li> </ul>
	Becoming The Change Champion - Part 2 <ul style="list-style-type: none"> <li>• The 4P of Change Champion</li> <li>• The 6:3:1 Rule of Ownership</li> </ul>
	Identifying Specific Action Plan <ul style="list-style-type: none"> <li>• CW Component Level</li> <li>• Dept. Level</li> </ul>
	Summary & Commitment Level Survey
	Day Summary & Review