



Bee Ready For Change™

A practical 3-step approach to change
(Prepare, Engage, Implement).

Only one third of change initiatives reach their level of expectation. Many change initiatives start off with good intentions but the team trying to implement them fail to make change stick. Bee Ready For Change™ will address this issue using the tried and tested P.E.I. model of change:- **Prepare / Engage / Implement**. After all, simplicity is the ultimate sophistication. We keep it simple so that as many people as possible understand the concept, can apply it and implement it.

Bee Ready For Change™ workshop is an interactive, high energy, facilitated workshop for people in any organisation, large or small, government or corporate, who require a simple no-nonsense approach for change. Based on years of research from some of the world's foremost thought-leaders and the facilitator's extensive knowledge and experience we will help you **make change stick**.

Bee Ready For Change™ workshop uses the story The Bee Book to convey a 3-step approach to helping employees at all levels drive change, from C-suite to below, to **understand change**, feel comfortable with change and to look with a fresh approach to **making change happen** within the organisation. Change is all about action. It is about productivity not just activity. Leaders at all levels need to drive change, be passionate about making change happen and ensure that change is an integral part of their day-job. Do you need motivation to change? **Attend this workshop.**



Helping people
**CHANGE, INNOVATE,
ENGAGE AND LEAD**

The learning objectives for this programme are:

- Understand change and how effective leadership ensures effective change implementation
- Use The Bee Book to help transform the story of a hive of bees to real world situations
- Change lessons we can learn from bees
- Understand that change is your day job
- Understand why people are resistant to change and how to overcome this
- Develop a common language (based on the story of the bees) to be used throughout the organisation for simple effective communication regarding change
- Explore how change is a team sport – you cannot do it alone
- Produce a list of what needs changing within your organisation or department and then act on it
- Develop a simple 3-step action plan (Prepare, Engage, Implement) for your change initiatives in order to effectively implement change and make the changes stick
- Complete the last chapter of The Bee Book and relate this to your actual situation (this ensures that the message is crystal clear)

A short pre-read of The Bee Book is a recommended prerequisite.

Who should attend this workshop?

Senior leaders, middle managers, people with direct reports. In fact, as many employees as possible. The more people who get on board the change bandwagon the easier change becomes. This workshop applies to everyone within the organisation.

Duration: 2 days

We believe, based on extensive experience, that one day is just not enough time to digest and really take on board the key learning objectives. Please allocate two days. You will not be disappointed.

TTT (Train-The-Trainer) option available

How will the workshop be facilitated?

Ideally, we will focus on four key change initiatives identified before the workshop with a team of pre-selected employees (the Change Teams). Each team will complete a Plan Bee / Action Plan for each change initiative whilst in the workshop.

Number of participants: Ideally 20 to 30

We generally recommend 4 tables of 6 participants. This allows excellent interaction and maximum participation. This is not training, this is a facilitated workshop. It is important to keep all participants actively engaged throughout in order to maximise the learning experience.

Interested?



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