



CALL FOR APPLICATIONS LEADING CHANGE WORKSHOP

The Caribbean Centre for Development Administration (CARICAD) is pleased to issue the Call for Applications for its **Leading Change Workshop**. Given the current COVID-19 pandemic, CARICAD is offering this workshop virtually to equip leaders to address the pressing changes that are required to address the current crisis and beyond. This 4-day workshop will be held delivered virtually on the following dates:

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|--------------------------|---------------------|
| Wednesday April 6, 2022 | 9:00 am to 4:00 ECT |
| Wednesday April 13, 2022 | 9:00 am to 4:00 ECT |
| Wednesday April 20, 2022 | 9:00 am to 4:00 ECT |
| Wednesday April 27, 2022 | 9:00 am to 4:00 ECT |

Workshop Goal

Drawing on CARICAD's Model for Public Sector Transformation, the goal of the *Leading Change Workshop* is to equip participants with the knowledge and skills to implement change strategies in a structured, logical and sustainable manner. This means having directors, managers and other senior staff see themselves as leaders within their organisation who can contribute to advancing change initiatives by reducing resistance within their teams, mobilising their teams to support change from a strengths-based perspective, effectively engaging stakeholders within and outside the organisation, and providing strategic change advice to senior leaders from a "people perspective".

TARGET AUDIENCE

The target audience for this workshop are senior leaders involved in change processes within their organisation, and across the public service system, multiple stakeholder groups or regionally.

APPROACH

Organisational change is a long-term capacity-building process that requires significant leadership, not only from the top of an organisation, but throughout. Therefore, *Leading Change* is grounded within the context of strong organisational development, leadership, and leadership development principles. The workshop explores change from five key perspectives:

1. The role of the leader and change agent;
2. The change process experience;
3. Being able to manage contradictions in change;



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4. The importance of internal and external stakeholder engagement; and
5. The lens of organisational structures and systems.

Leading Change applies an experiential, adult learning approach. It is expected that participants will be able to bring their real-world change initiative to this workshop, and apply lessons and tools learned to add value and advance their change efforts. Therefore, the workshop introduces participants to new concepts and approaches, and then through dialogue and practical exercises, helps them work out the implications of these ideas within their organisation as part of a broader system.

OBJECTIVES

Given the gap between the existing culture and the desired culture within organisations undergoing change, it is essential to not only have senior leaders be able to lead teams through change, they must also see their role as change agents within the public service and organisational systems over which they exert some control and influence. Therefore, the broad learning objectives for the *Leading Change* workshop are that participants:

- Develop a mind-set that shifts from resisting change, to accepting, welcoming, and being able to generate it;
- Learn a change process that they can then apply to their own organisation's change initiatives;
- Be able to generate a vision for change within their own organisational sphere of control and influence and contribute to the change visions of others;
- Develop strategies to shift organisational culture that may be naturally resistant to change;
- Learn how to use a polarity-thinking model to help manage seemingly contradictory perspectives;
- Be able to generate strategies for moving from the current state to a desired state;
- Learn how different organisational systems can be leveraged to bring about desired change; and
- Learn how to identify and engage stakeholders in a change initiative.

EXPECTED OUTCOMES

Given the above recommended workshop objectives, organisations can expect that, back in the workplace, participants will be able to apply what they have learned at the individual, team, organisational and system levels.



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CONTENT AND FLOW

The *Leading Change* workshop is 4 days in duration and includes the following pre-workshop assignments and virtual classroom sessions.

PRE-WORKSHOP ASSIGNMENTS

- Pre-course reading/viewing of short articles and videos on leadership, change, and transition.
- Identify a change initiative within your own sphere of control and influence within your organisation that will serve as the context for learning, application and transfer to the workplace.

Day 1

- Introduction and Setting the Stage
- Role of Senior Leaders in the transformation process
- Application of CARICAD's model for Public Sector Transformation

Day 2

- Creating the Change Vision
- Stakeholder Engagement
- Fostering Multi-sectoral Collaboration for Change

Day 3

- Communicating Change
- Managing Polarities
- Being a Generative Leader

Day 4

- Culture Mapping and Change
- Incorporating Change into the Culture
- Reflection and Application to the Workplace

ON-THE-JOB APPLICATION AND TESTING

Participants will develop areas for action for their change initiative and be given a reflection and recording tool to assist them in recording their progress and challenges as they practice their knowledge and skills in the real-world environment.



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Cost: USD\$1500.00 per participant, inclusive of tuition and programme materials. For organisations nominating two (2) or more participants, the cost will be USD\$1200 per participant.

How to Apply:

Interested candidates are required to:

- Complete the electronic application form. (Hand-written application forms will not be accepted).
 - o If candidates are being sponsored by their organisation, the relevant section on the application form should be filled out by the Head of the sponsoring organisation or his/her authorised designate.
- Completed application forms must be submitted to info@caricad.net by March 11, 2022.
- Once your application has been provisionally accepted, details will be emailed to you with regards to payment arrangements. **Registration in the workshop will only be confirmed upon receipt of full payment**
- Note that workshop spaces are limited, so early registration and payment are highly recommended.

FURTHER INFORMATION:

For further information, please contact us at info@caricad.net. For additional information about the CARICAD Leadership Development Programme, and for information about CARICAD, please visit www.caricad.org