

# Organisational Change Management Ownership Mentality

## One Full Day or Two Half Days



## Overview

Developing an ownership mentality in your team can make the difference between a high maintenance team and a low maintenance team. Most people have an employee mindset since they have never been an entrepreneur, not that there is anything terrible with that; however, if you try and run a successful business with an employee mindset, you and your team will struggle. The more you can have your team step up and take on a leadership and ownership mindset, the faster it creates duplication.

You can start to develop an ownership mindset by creating incentives for people that take up leadership tasks. What gets measured gets done, and if you measure things that can enhance the organisation's productivity, you will grow faster. You can even develop contests and recognition around having an ownership mentality, which will create even more people taking charge and leading.

Fundamentals of an Ownership Mentality

- **Analyser:** turns data into meaningful information
- **Initiator:** grab the ball and advance it down the field
- **Strategic Thinker:** use their gifts to further the company and its initiatives
- **Forward Thinker:** acts as a scout, always looking around the corner to see what is coming next
- **Connector:** looks for and recognises the value of resources outside their area and even outside their company



## Who Should Attend

The Effective Communications Strategy for Strategic Leadership program is designed for: Governance Boards, PMO's, Portfolio, Program, Project Managers, Operational Managers and Team Leaders.



## Prerequisites

All are welcome to attend the program regardless of experience.

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### Delivery Mode/Training

- Face to Face or Online
- One full day or two half days
- Suitable time zones for - USA, UK, Europe, Middle East, India, Malaysia, Singapore, Hong Kong, Australia and New Zealand

### Topics Covered

- Change Management Fundamentals
- Organisational assessment
- Executing Process
- Closing Process
- Transitioning measurement responsibilities to the functional groups

### After Attending The Program, Attendees Should be Able to

- Build self-managed teams.
- Build adaptability within your teams.
- Provide the leadership to mitigate the effects of cognitive biases.
- Develop tools to improve individual and organisational decision making.