THE ORGANIZATION WORKSHOP

This is a workshop that changes people. And organizations. See the impact new perspectives had on these graduates.

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Using unique, immersive exercises and strategic frameworks grounded in our proven methodology, the Organization Workshop shapes leaders with lasting impact. It translates to everything they do when they leave. That means, the investments made in their growth and development will pay off now and for many years to come.

How it works
The Organization Workshop gets to the heart of partnership in organization life – why partnership is critical to organizational success, what gets in the way of it developing, and the role of leaders in making it happen. Here, participants are given a whole new lens for seeing, understanding and moving past the roadblocks to success. They are dropped into roles as top executives, middle managers, workers and customers interacting in a fast-paced environment, experiencing situations that regularly occur in these positions. Very quickly it all becomes real—just like what they face day-to-day.

In combination with these engaging, high-energy activities, there are practical strategic frameworks based on the work of Barry Oshry. These frameworks help participants make sense of what they’re learning and enable them to connect to experiences in their own organizations. The application activities help keep the lessons alive once participants are back at work.

This total immersion experience gets participants thinking in their heads and feeling it in the guts, producing a lasting impact that carries over to all the critical change and growth initiatives they are involved in.

At the Organization Workshop participants:

- Focus on systemic conditions rather than personalities
- Identify predictable, dysfunctional patterns and how to avoid them
- Deal with the root, not the symptom, of the problem
- Clearly see the underlying issues standing in the way of success
- Gain an appreciation for the difficult issues people deal with at all levels of the organization
- Learn strategies for building successful partnerships that make successful organizations
**What participants come away with**
Throughout the Organization Workshop participants are taught vital new perspectives about organizational life. But the real value is putting that learning into action. They walk away energized, motivated and better able to successfully lead their organization.

- They'll be more in touch with issues others in the organization are facing and better able to deal with them constructively.
- They'll work more effectively up, down, and across organizational lines.
- They'll have the ability to break down bureaucratic barriers to create productive new synergies.
- They'll be able to provide leadership that addresses issues systemically rather than personally.

In short, they are significantly more primed to help your organization succeed. They better understand system dynamics. They have frameworks for applying their learning. And, most important, their learning will stay with them for years to come. So investments in them—today, tomorrow or in the future—will work that much harder, accelerating the impact of your leadership development initiatives.

**Who it is for**
Any organization facing critical change initiatives and looking to improve the impact of their investments in initiatives, including:

**Cultivation of Future Leaders.** Using targeted development initiatives that ensure effective leadership for the present and the future

**Growth From The Middle.** Creating stronger, more powerful and more effective middle managers capable of working together to carry out the organization’s agenda

**Employee Growth & Development.** Strengthening the capacity of an entire workforce to meet the increasing demands their organization faces today and in an uncertain future

**Organizational Alignment.** Creating clarity, mutual understanding, respect and collaboration across functional and hierarchical lines within an organization
Cultural Integration. Consistently bringing together subcultures within an organization—whether they’re driven by function, demographics or hierarchy—and developing the capacity for mutual respect and support

Conflict Management. Defusing hot-button issues within and across teams to foster mutual respect and shared goals

Mission-Critical Programs. Bringing together key stakeholders to help them rapidly design and carry out immediate initiatives affecting the future of the business

Bring The Organization Workshop into your organization.