

NOVOKOWSKY CONSULTING: FROM FUNDAMENTALS TO MASTERY

CHANGE MANAGEMENT

Change mastery is a fundamental capability for success and well-being. It is also one of Novokowsky Consulting Group's specialty product/service offerings. We offer a range of capability development for change -- from workshops to real-time help in managing change.

“Change Mastery: Thriving Through Transitions” Workshops

These workshops range anywhere from ½ to 2 days in length, depending on client needs. They may be stand-alone educational offerings, or education tied to a particular change being performed within an organization.

Capability Development Objectives. The learning objectives for each workshop are adjusted to the needs/wants of the learners. Typical objectives in the past have included:

- To gain new and practical ideas about change.
- To learn about the implications of one's "change management style".
- To improve your ability to implement change for yourself, your team, or your organization.
- To learn the top frameworks and tools necessary for making change.
- To enhance your proficiency in leading change.

Topics. Again, topics will vary depending on time, needs/wants, and objectives. Typical topics covered in past workshops included:

- Key drivers of change.
- Practical strategies for change (plus identification of the not-so-practical ones).
- The Magic Matrix of Change (the master and Master's blueprint).
- The many valuable tools of the Change Master.
- Building collective commitment for change.
- A "Change Clinic" on participants' real-time change concerns.

Learning Process. Experience has shown that the following learning tools are useful as part of the process for developing change capabilities:

- Lecturettes imparting grounded change knowledge;
- Discussions of real case examples of change practices;
- Relevant application work; and
- Personal coaching.

The utility and value of these workshops have been recognized, as evidenced by their selection as offerings through the University of Calgary, the Banff School of Management, as well as many corporate clients.

Change Frameworks: Evaluation and Selection

In the marketplace of change management you will find a plethora of change frameworks (models, maps, prescriptions, methods, etc.). We have studied the field of change extensively. In our research and experience, we have found change frameworks vary in utility, quality, etc. Thus, we provide our clients

with a “Consumer Reports” evaluation of the different products (frameworks) within the different knowledge paradigms looking at change. We make our recommended “best buys”, but ultimately give the client the choice as to which, if any, of the change strategies they choose to follow.

Book: “Creating Paths of Change: Managing Issues and Resolving Problems in Organizations”

Bernie Novokowsky and affiliates Douglas Smith and James Webber co-authored the subject book with mentor Will McWhinney. Contrary to the phenomena of change most books experience, i.e., a rise then fall of sales, this book’s sales have continued to be steady over the last 15 years (First and Second Editions). For more viewing of its contents, or to purchase it see [Amazon.com](https://www.amazon.com) or [Sage Publications](https://www.sagepub.com).

Real-time Change Management

Change mastery is often a supporting fundamental to another initiative. For example, to organization redesign, project plan implementation, as well as to any personal growth initiative. Thus, Novokowsky Consulting Group often provides change management capability development in just the doses needed, in just the right time.

Footnote: Lived Change

Many talk about *change management* from a studied or theoretical perspective. We at Novokowsky Consulting Group, however, have numerous authentic experiences in both the externally- and internally-initiated changes in life. These include significant losses, career changes, financial upheavals, and organizational adjustments. Thus, we can offer theoretical, practical, cognitive, moods/emotions, plus many the other dimensions of change mastery.