

# **Wrap up – what has happened?**

## **Aims and process**

## **Your experience**

# Course Objectives

**Open the fundamental change in thinking about leadership, organizations, and strategic change.**

**...and how this all is also practical, concrete and even intuitive.**

# Course Objectives, part 2

**To leverage this exceptional crowd.**

**To “force” you to listen, talk, and facilitate online.**

**To provide you with materials, links, tools, and thinking you can take immediately into use.**

# Lectures & Topics

**15.4. Paradigms and the Uncertain Landscape**

**22.4. Organizational Transformation**

**13.5. Lean, Agile, Design, Lean Startup...?**

**6.5. Facilitation in depth.**

**29.4. Toolbox: sprints, workshops, canvases.**

**20.5. Meta skills, routines & personal style.**

**27.5. Closing, reflection, and looking forward.**





# Exercises

#1 Onion 

#2 "Temporal Onion" 

#3 D.U.M.B 

#4 Listening & reflection



#5 Coaching a workshop



#6 Facilitator's passport



**Final Point:**

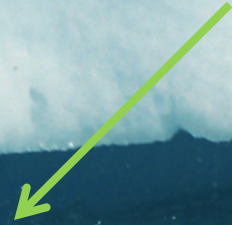
**Facilitation &  
driving change  
is heavy work!**



**What can a one person do  
in a large organization?**



“THE FIRST PENGUIN”





## **SHOW BY EXAMPLE**

**6:1 feedback**

**Be the first to stand up.**

**Talk your customer's language,  
not internal jargon.**

**Have fun, it is contagious.**

**Try out new things.  
Fail once in a while.**





**Demand, talk, persuade, encourage, appreciate **change**.  
(beware of populism, though)**



A close-up photograph of a penguin standing in a snowy environment. The penguin's white feathers are visible, and its dark wing is partially seen. In the foreground, a small, fluffy chick is covered in a thick layer of snow, with only its eyes and beak visible. The background is a soft-focus view of the snowy landscape.

Don't fool yourself:  
**The job of a change agent  
is NOT the easiest job.**

Give yourself slack.

Support others and  
receive help.

Choose your battles.

Take care of your  
mental wellbeing.

**Have fun!**  
**Otherwise it is too hard.**

**One person can change  
their immediate surroundings.**

**But make no mistake,  
*changing anything larger is not easy,*  
although often rewarding.**

