



Change & Consulting Skills Academy

This five-session professional development program, conducted for 10 days over a five to eight month period, is targeted at building practical skills as well as exploring: Organization Development, coaching, consulting, and change concepts and theory. The target audience is entry level consultants, managers, and HR professionals. Participants learn the full range of important competencies to improve their abilities to assist leaders in implementing change and to addressing team and organization issues. Important process models are practiced during the sessions. A variety of activities, assessments and initiatives are used to fully engage everyone in the learning process. This course uses a highly interactive teaching style, combining discussions of relevant theory with practical psychological assessments, practice simulations, and initiatives to create a rich learning environment.

PROGRAM OBJECTIVES:

- To develop skills for using the TripleWin Collaborative Consulting approach
- To learn and practice using change tools to help leaders and the organization execute change
- To develop strong group facilitation skills
- To develop a personal coaching style and skills for coaching and mentoring others
- To learn Organization Development models and frameworks that can assist as consulting assignments increase in complexity

COURSE CONTENT:

Collaborative Consulting: the TripleWin Collaborative Consulting model is introduced; personal consulting styles are explored; beginning with the basic, fundamental skills for using a collaborative consulting approach are practiced.

Change Skills & Tools for Professionals: the human side to change, along with useful change tools are presented and practiced.

Group Facilitation Skills: the full range of facilitation roles and skills are explored and practiced to gain both meeting and group development facilitation skills.

Relationship-based Coaching: methods for coaching and mentoring one-on-one, in small groups, and at the team level are introduced; the relationship-based coaching process is used in tandem with skill practice sessions in listening, questioning, advising, challenging and giving feedback.

Advanced Consulting Skills: in this final session, a deeper look is taken at consulting, change, coaching, and facilitation to increase understanding and further develop skills to successfully consult in business situations; several additional models and processes are provided.