Designing Change

Developing the Tools and Skills Necessary to Lead a Transformational Culture Shift Within Your Organization
Queen's IRC evidence-based and practitioner-centered programs give HR business professionals the skills they need to lead change in an evolving global economy.
Meaningful organizational change requires a thoughtful process with engagement from all levels of your organization. Our Designing Change program gives you the tools and skills you need to map out and lead a transformational culture shift with long-term positive effects.

Our facilitators bring real-world experience to the table, giving you hands-on opportunities to learn, design and implement best practices that achieve a measurable impact on business results and your organizational culture.

Transforming Knowledge into Action

Learn how to:

- Build change leadership competencies as an organizational core competency
- Implement best practices to guide the design of your strategy
- Develop and foster effective design and internal change teams
- Engage employees in the process of leading and managing change
- Evaluate and sustain your work at all levels of your organization

Tools for Leading Change

This program promises to deliver:

- Tools and resources to design, articulate and implement your change strategy
- Practical and proven methodologies for leading and managing change
- An increased awareness of the dynamics of change leadership
- Real-life examples of successful change strategies
- Project-specific coaching and sessions to design master change plans

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<tr>
<th>Essentials</th>
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<tbody>
<tr>
<td>3 Days</td>
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<tr>
<td>Date &amp; Location</td>
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<td>Apr. 17-19, 2018: Toronto</td>
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<td>Feb. 26-28, 2019: Toronto</td>
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<td>Fee: $3,695</td>
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<td>Who Should Attend</td>
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<tr>
<td>Leaders and managers in charge of transformation initiatives, task force teams with projects that extend across departments or functions, and senior executives and managers with approximately 10 years of experience</td>
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<td>Takeaway Tools</td>
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<td>Methodologies for creating an organizational master change plan</td>
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<td>Change leadership toolkits and sustainability frameworks</td>
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<td>Research and resources relevant to effective change leadership</td>
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Please refer to our website, irc.queensu.ca for the latest information on venues.
Learn. Design.
Designing Change gives participants real-world tools and resources for understanding leadership styles and designing, leading and sustaining change:

a) Change Leadership
Through case studies and review of best practices, you’ll learn the difference between leading and managing change, map culture and paradigm shifts, and assess resistance to change within your organization.

b) Designing Change
You’ll participate in simulations and challenges that will help you better understand how to develop, implement and evaluate your master change plan. You’ll also gain a deeper understanding of the roles of change team members and assess how well you communicate change processes.

c) Leadership Sustainability
Successful change projects incorporate tools and processes to ensure sustainability across the organization. After a review of proven strategies and frameworks, you’ll apply this knowledge to further develop your own master change plan. You’ll also learn how to incorporate coaching and dialogue processes into your plan to enhance conversations across your organization.

Learning Beyond the Classroom
Our learning programs are focused on your growth:

- Opportunities to network with high-level colleagues from across the country
- Coaching from internationally-renowned facilitators with real-world experience
- Skills and strategies that directly apply to work environments
- Experience-based programming to test theories and ideas
- Mentoring beyond classroom sessions
Facilitators and Speakers

Beverley Patwell
Beverley Patwell, MA, Founder and President of Patwell Consulting Inc. She is a senior international organizational development practitioner, consultant, executive coach, professor and author who specializes in organizational development, change and transformation. She works with clients in private, public and plural sector organizations.

Beverley has a Masters of Arts Degree in Applied Social Sciences (Human Systems Intervention), Bachelor of Arts in Applied Social Sciences and Psychology and a Family Life Education Certificate all from Concordia University and holds several certifications in leadership and team development.

In addition to her consulting, Beverley teaches at the Stayer Centre for Executive Education at the University of Notre Dame and at Queen’s University IRC.

Beverley is also a member of the Organizational Development Network (OD Network) and a senior associate with the Niagara Institute and a partner with CoachingOurselves.

Beverley is co-author of the book *Triple Impact Coaching: Use of Self in the Coaching Process* and has written several articles on coaching, leading, managing and evaluating culture shifts.

She lives in Victoria, British Columbia.

The roster of speakers may change. We will do our best to keep you informed of program changes.
Registration Kiosk

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We offer four easy ways to register:

Web: Complete the online form at: irc.queensu.ca
Telephone: Reserve by calling toll-free: 1-888-858-7838
Fax: (613) 533-6812
E-mail: irc@queensu.ca

Confirmation and information on program location, check-in time, and agenda will follow.

Registration and Fees
Program fees include tuition, workbook materials, lunches, and some dinners. For all programs, payment in full is required one month before the program begins.

Register 60 days prior to a program and save $300 on the tuition of four- and five-day programs, and $150 on two- and three-day programs.

Register three people from the same organization in the same program at the same time, and receive a 10% discount on program fees. Register five or more people in the same program at the same time, and receive a 20% discount.

If you know you will be pursuing a Queen’s Certificate and would like to remit tuition in one payment before your first program, we offer a special fee with a considerable saving. Contact our Program Administration office for details.

Note: Only one discount may be applied.

Cancellation Policy
Substitutions are permitted with no penalty 8 days or more from the program start date.
Substitutions 7 days or less before the program start date will be subject to a $500 charge.

Transfers and cancellations are permitted with no penalty up to 15 days prior to the program start date.

Transfers and cancellations 14 days or less from the program start date will be subject to a 100% charge of the program fee.

Location and Accommodation
Please refer to our website, irc.queensu.ca, for the latest information on venues.