

COURSE OUTLINE



Time Commitment: Less than seven days over the three month period of the programme. This includes three two-day sessions and six hours of coaching. Field Work and skills practice are undertaken in work between the face-to-face sessions. Once you have registered, the programme begins with your enrolment call.

Enrolment Call: Talk with the Faculty by video conference to establish your individual and organisational situation and receive guidance for the contracting conversation with your Sponsor.

Sponsor Contracting Conversation: Your contracting conversation with your Sponsor (see Sponsorship attachment), to ensure their ongoing involvement in the change work and how you will be approaching it.

Preparatory Reading: Reading materials will be mailed out before the first session.

Session 1: The first session gives participants an overview of the understanding and skills required for effective and sustainable change that form the key elements of the programme, and time to become established as a practitioner learning circle. The overview includes: the Implicate Change Model for participatory adaptive change; an Organisational Power map for understanding power distribution in organisations and the impact that has on how change usually happens; and the foundational Dialogic skills for engagement and communication that are required to lead change. In addition the session includes introductions, practice with dynamic engagement and reciprocal coaching, set up of the Field Work to be delivered through one's ongoing work accountabilities, and an opening dinner for everyone.

Field Work: Ongoing application of the Implicate Change sequence, practice with the Dialogue skills and a cycle of planning and review of change work supported by coaching calls. A specific Field Work request is made at each session building on what has been learnt.

Reciprocal Coaching Calls: Between off-site sessions groups of three participants receive coaching and practice giving coaching with their colleagues from the programme, facilitated by the Faculty. Use of video-conferencing allows participants to see each other as they coach at a distance. Additional coaching calls are arranged as needed.

Individual Coaching Calls: Participants also have 30-minute video conference with the faculty between sessions to focus entirely on their situation, their development, organisational context or change work.

Session 2: The session provides an in-depth understanding of the early phases of the Implicate Change Model, and introduces skills required to facilitate and lead these phases effectively. The learning model combines live practice in the room, and reflection and planning about current change work. This encourages greater self-awareness as well as skills development.

Session 3: This session completes the in-depth review of the phases of the Implicate Change Model, and the leadership and facilitation skills required. Once again there is close reference to current work and feedback from colleagues. The session closes with a review of: the Dialogue & Leadership of Change curriculum; progress achieved in the change initiatives; individual professional development and sponsor engagement, and considers future work and development.

Completion Call: Video conference for the Faculty to provide direct, confidential coaching feedback for participants individually and to consider possible next steps within the Academy of Professional Dialogue

Sponsor Sign-off Conversation: A conversation for participants to feedback their own professional learning and learning about the Dialogue & Leadership of Change, and the benefit this has provided to the organisation.