

*Are you trying to change your organisation
and/or merge different cultures?*



THE TOOLBOX FOR CHANGE

A PRACTICAL APPROACH
By Bill Synnot & Rosie Fitzgerald

Workshop 2008

Successful Organisational Transition

A Practitioner's Guide

Comprehensive Workshop (2 core days
with optional 3rd day) on

- ◆ Change Management
- ◆ The Human Journey of Change
- ◆ Organisational and Cultural Transformation
- ◆ Changing Behaviours
- ◆ Renewing
- ◆ Revitalising
- ◆ Repositioning
- ◆ Reinventing
- ◆ Recreating
- ◆ Realigning

Includes a practitioner's tool kit with
around 200 change implementation techniques

Presenter - **Bill Synnot**

Recognised as a Leader in Organisational Transition

Previous Workshop Partners include a leading Australian University's Executive Teaching Faculty,
an International Training Organisation and a Tier-one Legal Firm

Over 300 Australian and International organisations have
attended and benefitted from this workshop.

Melbourne

November 12, 13 & 14
Sofitel Melbourne

Brisbane

November 18, 19 & 20
Sofitel Brisbane

Sydney

November 26, 27 & 28
Inter-Continental Sydney



Workshop 2008 Successful Organisational Transition

Creating an innovative, agile, robust, resilient and successful organisation equipped to move with today's environment.

The Workshop will present you with the keys to:

- ◆ Successfully facilitate change (including behavioural shifts) in your organisation, department or unit
- ◆ Effectively handle the transition process either as a leader/champion or as a participant
- ◆ Handle common pitfalls (including resistance) in the organisational transition process
- ◆ Implant the transition process permanently into your organisation's culture
- ◆ Keep a successful organisation on track
- ◆ Turn around an unsuccessful transition
- ◆ Empower others to follow-through and improve performance
- ◆ Learn why 'leadership' is important in transition
- ◆ Develop change resilience

The Workshop offers:

- ◆ Interactive format and group action learning facilitated by an experienced practitioner who uses his own real-life case studies
- ◆ Opportunity to evaluate your organisation's change management performance
- ◆ Limited number of attendees to maximize interaction and participation for each attendee
- ◆ Opportunity for pre- and post-workshop discussions with presenter (phone Bill 0418 196 707 or email bsynnot@optusnet.com.au)
- ◆ Chance to network with change agents from different organisations and sectors

Three day workshop program

Day One

Foundational Principles & Framework for Successful Organisational Transition

- ◆ Characteristics of high-performance organisations
- ◆ Fundamental forces that drive organisational transitions
- ◆ Why organisational transition efforts often fail
- ◆ A guiding framework for effectively changing your organisation and lifting performance. This includes 7 ingredients:
 - i - Laying a foundation for new ways
 - ii - Establishing a sense of urgency
 - iii - Forming a transitional team
 - iv - Creating alignment
 - v - Maximising connectedness
 - vi - Creating short-term wins
 - vii - Consolidating performance improvements

Day Two

Change Implementation Competencies and Capabilities

- ◆ Evaluate your own organisation's situation
- ◆ Examine over 40 useful frameworks and concepts in organisational transition
- ◆ Introduce around 200 change implementation techniques to help your organisation

Day Three

Change Implementation Techniques

- ◆ Practice selected implementation techniques suitable for your organisation
- ◆ Develop and expand your change agents' competencies and capabilities
- ◆ Select apt change implementation strategies for your situation
- ◆ Develop and utilise creative thinking

Each attendee receives specially prepared reference material (4 volumes) plus a 250 page book entitled "The Toolbox For Change", and opportunities for pre- and post-workshop discussions with the presenter. Lunch and refreshments will be provided.

For more information, visit our web page: www.billsynnotandassociates.com.au

Your Presenter Bill Synnot

B. Econ. & B. Ag. Sc.



Bill is one of Australia's leading specialists in organisational transition and transformation, change management, facilitation and organisational reviews. He has over 30 years experience in management and consulting, both in Australia and internationally, in the public, private, co-operative, and not-for-profit sectors.

In addition to acting as a consultant, Bill's experience comes from his senior management positions as a change catalyst. His approach is very practical and is based on hands-on experience.

Recently Bill has co-authored a book on the tools of change management.

Some of his assignments in Australia and internationally include:

- ◆ Being invited to present at seminars, symposia, conferences, tertiary institutions and workshops
- ◆ Conducting reviews for global, national & local organisations operating in a wide range of sectors and industries
- ◆ Working with senior management to develop a divisional change management strategy for Australia's largest council, which was undergoing massive operational change in order to become more commercial and customer-focused
- ◆ Facilitating organisational transitions in hierarchical and union-dominated organisations
- ◆ Conducting a business review with senior management of one of the largest divisions in Australia's Defence Force in order to achieve a more commercial focus
- ◆ Transforming a large and expanding conglomerate to handle explosive growth and challenges in a very competitive industry
- ◆ Reactivating a stalled organisational transformation for one of Australia's largest licensed gambling clubs
- ◆ Facilitating the introduction of cultural awareness programs into leading schools
- ◆ Facilitating government agencies and not-for-profits to become more responsive to community needs via improved customer and commercial focus
- ◆ Mentoring and executive coaching of senior management (including cross-cultural).

Registration Details

WAYS TO REGISTER

Phone: 1800 775 175

Fax: 07 3399 7041

Mail: GPO Box 457
Brisbane, Qld, 4001

Email: bsynnot@optusnet.com.au

Web: www.billsynnotandassociates.com.au



REGISTRATION FEE (per person)

(includes reference material, lunch, refreshments, and pre- and post-workshop discussions):

- ◆ 1 day @ \$1,595 GST Included
- ◆ 2 days @ \$2,595 GST Included
- ◆ 3 days @ \$3,279 GST Included

DISCOUNT

- ◆ For 2 or more from the same organisation, the fee is reduced by \$150 per person per day.

CANCELLATIONS

- ◆ Full refund if 2 weeks prior
- ◆ 50% refund if in writing and at least 1 week before the workshop.
- ◆ "No shows" are liable for the full fee.

MONEY-BACK GUARANTEE

- ◆ If for any reason you are dissatisfied with this workshop, your money will be refunded. Simply notify the presenter and return your reference material as you leave the workshop.

CHANGES TO PROGRAM

- ◆ Bill Synnot reserves the right to alter this program without notice.

RECEIPTS

- ◆ Receipts supplied if requested.

VENUES

Melbourne - Sofitel, 25 Collins St

Brisbane - Sofitel, 249 Turbot St

Sydney - Inter-Continental, 117 Macquarie St

TIMES

Arrival 8.30am for 9am start. Concludes at 5pm

ADDITIONAL BENEFITS

Free post-workshop follow-up to include

- Discussions with presenter
- Regular receipt of relevant articles

IN-HOUSE WORKSHOP

This workshop can be tailored to suit your organisation's needs. For more information, please contact Bill Synnot on 0418 196 707 or email bsynnot@optusnet.com.au

TAX INVOICE ABN 48 267 490 385

Please register by ticking appropriate box(es) to attend the workshop on the following dates.

WHO SHOULD ATTEND?

All those in the **private, public, co-operative and not-for-profit** sectors.

Specifically this includes:

- Board and Senior Executives - Chairpersons, Board Members, CEO's, MD's, GM's, CFO's, CIO's, HR Managers and Managers of Departments/Units
- Senior and Line Management, Section Heads, Supervisors and Team Leaders
- Consultants (internal and external)



WORKSHOPS	Day One	Day Two	Day Three (optional)
MELBOURNE	<input type="checkbox"/> 12 Nov	<input type="checkbox"/> 13 Nov	<input type="checkbox"/> 14 Nov
BRISBANE	<input type="checkbox"/> 18 Nov	<input type="checkbox"/> 19 Nov	<input type="checkbox"/> 20 Nov
SYDNEY	<input type="checkbox"/> 26 Nov	<input type="checkbox"/> 27 Nov	<input type="checkbox"/> 28 Nov

DETAILS

NOTE: Payment is required with registration

ORGANISATION:.....

ADDRESS:.....

PHONE:..... FAX:.....

Delegate 1

Name

Position

Email

Delegate 2

Name

Position

Email

Delegate 3

Name

Position

Email

Booking Contact

Name

Position

Email

PAYMENT METHOD *Please indicate method*

Direct Deposit- Bill Synnot & Assoc.,
Commonwealth Bank BSB 064 183 A/C 2800 3262

Cheque - Crossed Cheque payable to "BSA"
GPO Box 457 Brisbane, Qld, 4001

Card Visa Master Card Bank Card Amex

Card Number

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Card Holder:

Expiry Date: / / Signature:.....

Amount Authorised \$

Excellent, impressive, refreshing...

Mark Scholem,

State Manager, OneSteel Piping Systems, Victoria Australia

"...As a passionate user of change management processes, attending the workshop provided a welcome addition to the armoury of practical weapons I have employed to build my business. We have successfully used the knowledge and techniques gained in the workshop to change behaviour and achieve positive performance outcomes across the business. The workshop fits well with OneSteel's change management processes and is well aligned to support our business challenges..."

Dr. Ortrun Zuber-Skerriitt,

Professor (International Management Centres, Buckingham, UK) and Adjunct Professor (Griffith and Southern Cross Universities)

"...I was impressed by your theoretical and practical knowledge on organisational change and transformation, but especially by your experiential knowledge and stories as a CEO. Everyone I talked to had the highest regards for you as the guru in this field..."

Michael Brodie,

Director, CSG Ltd, (previously Managing Director, Xerox Business Centre)

"...It was refreshing to hear someone training who is in the real (business) world ..."

Gary Delbridge,

Principal Consultant, Mybridge, (previously Managing Director, G.C. Hahn & Co (Australia) Pty. Ltd.)

"...Every manager, who is serious about getting maximum performance from their organisation, needs to attend the Bill Synnot workshop. It opened up enormous opportunities I never knew existed."

Wendy Gillet,

Director, Community Care, Sydney Region, Catholic Healthcare Limited (previously Director, Commercial Services Division, NSW Dept. of Tourism, Sport and Recreation)

"...The benefits of attending the organisational transition program were immediate and ongoing. Apart from finding immense value in the practical approach on the day, the ongoing support and professional development that has been provided is exceptional. Anyone who attends the course will see it as a clear investment in the future of their organisation..."

Michael Thomas

Group GM, Financial Services, PGG Wrightson (previously Group Manager, Landmark)

"...An outstanding presenter with immediate application to current work environment. If you only have time for one course during the year, then this is the one to ensure a return on your investment..."

Chad Moffiet,

Consultant, CCI Pope

"...I found the course to be one of the most informative and interesting short courses that I have attended..."

Michael Graham,

Managing Director, Lanier Associates Australia

"...Bill Synnot will download to you the decades of rich, entertaining and, above all, applied experience that he has with people and organisations in periods of change. Bill is a straightforward, no nonsense person who brings a unique ability to help you balance the needs of the individual and the imperatives of the organisation in a time of change. Bill is not all soft and fuzzy and you will find the workshops thought provoking and very, very useful. You will also see the lighter side of tough situations..."

Greg Giles,

Senior Consultant, Organisational Learning and Development, University SA

"...Change is the single most important element of organisational management today. If you want to be in charge of your future, then a smart step in the right direction is attending Bill Synnot's workshop on organisational transformation. Bill understands change from both the expert and practitioner's perspective. He offers all who attend a wealth of ideas, advice and resources. Take my advice and go!..."