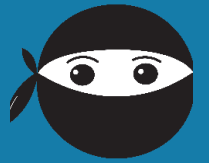


# The Change Ninja Masterclass Series

with Dr Tammy Watchorn



For anyone managing change, often as (invisible\*) leaders and wanting to deliver outcomes more effectively and efficiently.

## What is it?

A series of modules covering a range of topics and tools that appear in The Change Ninja Handbook.

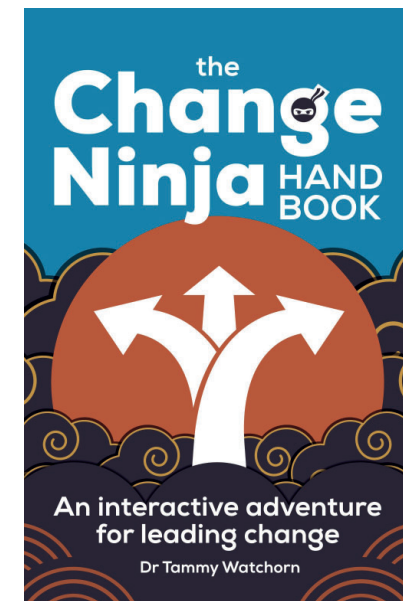
The masterclass series delves deeper into the handbook and scenarios allowing deeper understanding of application, practice, and delivery in the real world followed by reflection and learning.

The series can either be run sequentially as a training programme or as a 'pick and mix' of the modules that will respond to your current needs. Pick and mix option can be run as a mini training programme or delivered as a workshop.

Delivery can be virtual, 3D immersion on QUBE or face to face.

Participants and teams have the option to continue onto the QUBE Ninja Dojo to ensure ongoing learning and application.

The Dojo is a drop in class you bring your current challenge to and learn how to resolve it with a partner before applying it to the actual challenge.



*\*Invisible leadership refers to the ninja approach. Keeping things under the radar where necessary, letting others potentially take credit, getting on and doing the change without always waiting for permission (because you know it's the right thing to do), making stealth like moves to gain traction and support.*

Fearless change	Your brain is hardwired to see change as a negative, and often induces the fight or flight response rather than see it as a good thing. Focusing on the neuroscience of change, fear and reward, from an emotional, behavioural and feelings aspect you will begin to understand how you can shift your (and your teams) response to seeing the change as an opportunity rather than a threat. <b>Key words: Fear, change, motivation</b>
Change mindsets	Understanding the difference in behaviours and attributes of fixed vs growth mindsets allows us to unlock and shift blockers to change. And by understanding how we are specifically triggered by change with the SCARF model we can learn to acknowledge and shift our focus to reduce the trigger and offset the impact. <b>Key words: Fixed and growth mindset, SCARF model</b>
One size doesn't fit all	Change comes in different shapes and sizes and can't all be managed by the same process. For effective change you need to really understand the key differences and know how to approach the different types. This includes knowing how to lead and use your team effectively and knowing how and when to engage your stakeholders. <b>Key words: Types of change, team fit, leadership approach, stakeholder engagement</b>
People <b>not</b> process	How often do you start change activity by writing a document about it for communication to ensure everyone knows what you plan to do and what you expect from them? At what point do you think about the actual people (individuals) you need to actively engage with, agree the best way to approach them and plan in sufficient time to get them on board with the change? <b>Key Words: People not stakeholders, engaging and aligning individuals</b>
Solving the right problem	When was the last time you were given a change objective and spent sufficient time ensuring the problem to be solved was the actual problem that needed solving? And when was the last time you got a diverse team, including users, to reframe the problem or creatively develop potential solutions and test them out? <b>Key words: Reframing, problem/issue identification, creative problem solving</b>
Is it really a good idea?	You know that the problem that needs fixing is a real problem. You and the team have got a great idea to fix it. Everyone is going to love it. But how do you know? What does everyone else think about your idea, especially the end recipient/user? Might they have other ideas or ways to improve your idea, and even if they like it will they use it? Will it actually solve 'their' problem? <b>Key words: Testing ideas, user centric, stakeholder perspective</b>
Failing to learn	One of the best ways to learn (and form new neural connections, especially as we get older) is to fail as failure indicates where we need to pay attention. Accepting and learning from failure are often neglected in the team when delivering change. Here we learn how to make a habit of learning from failure. This is the smart kind of failure. <b>Key words: Smart failure, learning from failure, new habits, review forward</b>
Making the right decision	It really is possible to manage and eliminate many of your change risks before they get anywhere near a risk log by identifying actions early and including them in your 'to do' list. Combine this with looking at decision making in a different way, one where you understand what will actually happen if you choose a particular option will much more likely lead to successful outcomes. <b>Key words: Managing actual risk, decision making</b>
Lifetime habits	But how to put the learning into practice? You now have the tools, learning, insight and motivation. But you need to form new habits to embed it into your work life and to get your team working in this way too. Creating these new habits, using neuroscience-based tools will ultimately save time, increase productivity, motivate others and help the team to work better together. <b>Key words: Neuroscience, motivation, team celebration, smart delivery</b>