

Leading for Organizational Improvement™ Comprehensive Seminar

Today's business environment has created a climate of change in most organizations. Downsizing, process improvement, improved customer focus and reengineering are refinement efforts that have emerged from this climate of organizational change. But these efforts can only work if managers learn how to lead the change process.

To help organizations make these improvements, BTS has created Leading for *Organizational Improvement*™, a dynamic 3-day program that teaches managers the skills they need to identify, design and implement changes that improve organizational performance. Participants learn new skills and competencies to become leaders through the constant change caused by turbulence in today's business environment. More importantly, they apply and exercise these skills so they can begin to impact their business immediately.

Learning Objectives

Upon completion of Leading for *Organizational Improvement*™, participants will be empowered to:

- Evaluate how businesses must change to sustain competitive advantage
- Promote organizational excellence through customer satisfaction, process improvement, employee commitment, and strategic leadership
- Build, manage and support teams to drive improvement efforts
- Develop and sustain an organizational architecture to support systematic improvement
- Identify roadblocks and pitfalls in the change effort and develop strategies to overcome them

Based On

Leading for Organizational Improvement™ is based on a general model of organizational change supported by BTS's *Leadership Framework*. The framework is consistent with the framework developed by David A. Nadler in the book *Discontinuous Change*. It summarizes the key points in standard organizational change models.

Learning Tools

- Experiential learning exercises to help individuals learn in risk-free setting
- Structured exercise showing the behavioral impact of structure and team development
- Action planning
- Computer-based simulation

Leading for *Organizational Improvement*™ is designed for professionals, senior and middle managers, and executives who must lead, support and nurture the constant organizational change essential to staying competitive in today's global business environment.



Computer Simulation Overview

Computer simulations allow participants to practice real-life decision-making in a risk-free environment. The *Leading for Organizational Improvement*TM simulation is a tool that generates discussion and underlines learning points regarding quality management and the change process. The process also creates a basis for action planning at the end of the training engagement.

In the simulation, participants become the president of Vendit, a \$288 million manufacturing company. During three 80-minute rounds, participants attempt to steer Vendit through a major change process. Leading for Organizational Improvement's simulation places special emphasis on leadership and team building skills.

About BTS:

BTS partners with leading companies to accelerate change and improve business results. We are the world leader in customized business simulations and other discovery learning solutions that enable leading corporations to change, grow and succeed. BTS adds value for our Global Fortune 1000 clients through three practice areas: Strategic Alignment & Business Acumen, Leadership & Management, and Sales. We have additional capability in Operational Excellence & Project Management and offer an innovative Engage for Change process. BTS is a public company listed on the Swedish Stock Exchange and trades under the symbol BTS B.

For more information please visit www.bts.com.

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