

Culture, Change & Leadership

The workshop to lead change & develop culture

2.5-day workshop: May 18-20, or October 5-7, 2020
SHRM certified

OCAI online

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If you need to change or develop your organization while the culture stick to "the way we do things around here", then here's the business case: If you don't work with culture, it might work against you.

Develop an effective organizational culture to make your (client) organization more engaged, innovative, competitive, agile, collaborative, efficient, and productive.

This 2.5-day open workshop shows how to diagnose culture with the validated Organizational Culture Assessment Instrument (OCAI), developed by University of Michigan professors Kim Cameron & Robert Quinn. Next, we look at how to change culture with Change Circles or Interaction Interventions based on Positive Leadership.

Many organizational programs fail because they ignore current culture or because they try to change the culture in a top-down way. Let's try a better approach to organizational change and development. Join this workshop and learn to include and engage others with positive leadership, and work with culture so that people might create successful change and development.

Marcella Bremer leads this workshop, assisted by one of our partner consultants. The workshop is based on her books "Organizational Culture Change: Unleash your Organization's Potential in Circles of 10"

and "Develop a Positive Culture where People and Performance thrive."

Who can attend?

This workshop is for leaders of all levels, consultants, and other professionals. This workshop is a prerequisite for consultants who'd like to become partners of OCAI Online.

Seasoned consultants can help juniors during the interactive parts, so that we all benefit from the expertise in the room.

Theory Topics

The central lectures cover the basis theory to ensure a shared understanding of culture, change, and positive leadership. In addition, you'll receive checklists and handouts during the workshop. It's not necessary to read Marcella's books in advance.

Organizational Culture:

What is culture?
What is positive culture?
Culture Diagnosis with the OCAI
Culture types in the Competing Values Framework
Effective and ineffective sides of culture

Positive Leadership:

What is positive leadership?
Social safety and dialogue
Interaction Interventions

Yes!
You can guide change, too!

Europe, Netherlands
open workshop

May 18-20,
and
October 5-7,
2020



A 2.5-day Workshop to learn how to guide Organizational Change, starting with Culture and using Positive Change Leadership!

Based on the books "Organizational Culture Change" and the "Positive Culture Book" by Marcella Bremer and the Organizational Culture Assessment Instrument by Cameron & Quinn.

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Organizational Change:

Paradigms of organizational change
Guiding change with CVF and Change Circles
Circles
Meetings and Interventions

Culture, Change, Leadership

In the lectures, we look at what culture is, and what exactly makes up a **positive culture**.

We'll explore the **Competing Values Framework, the OCAI**, and its four culture types. We make culture operational by not only looking at values, but also at beliefs and especially; behaviors. There are effective and ineffective expressions of the four culture types.

We'll take a quick look at **Positive Leadership** (based on Positive Organizational Scholarship).

We explore two paradigms of **organizational change**, resulting in different change approaches. We could use organization-wide Change Circles or quick and personal Interaction Interventions (and influence other "positive energizers" in the organization).

Change Circles are small and foster dialogue and safety (as opposed to debate or disengagement). People work on personal change as well as organizational/team culture and change. They work on culture from values to daily behaviors, agree on what to change, and how to do so. In addition to behavioral change, adjustments in structure, processes, or strategy might be developed for each team.

Interaction Interventions can be a fast start to develop a (more) positive culture by actively asking, listening, sharing, and responding.

Meetings are hot-spots of culture, so changing some meeting practices could help to enhance the four elements of a positive culture.

Practice

The interactive parts of the workshop help to reflect on and practice the tools and theory. Be prepared to answer reflection questions, to team up with others, to work on a case, and engage in "Triad Consulting". If you are a seasoned consultant who knows it all, you can contribute and engage with others during the practice parts.

The other participants might be able to support you after the workshop. For this reason, we'll also create a private LinkedIn group to exchange questions and experiences online.

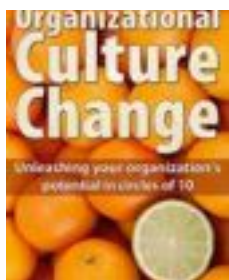
Preparation

Participants are invited to submit a culture case in advance. Some cases can be discussed and developed during the workshop.

Time schedule

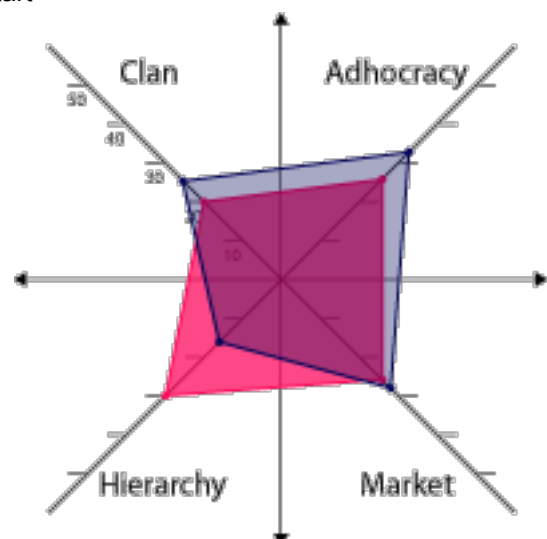
Every workshop is different as participants have varying levels of expertise, national cultures, and different (client) organizations.

We adjust the lectures and practices to what is needed, while ensuring that everyone gets the central theory concepts as this is a certification workshop.



Competing Values Framework

Your current and preferred culture consist of 4 archetypes of culture, mapped in the CVF



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In general, the time schedule is:

- Check-in Sunday night (hotel included)
- Monday and Tuesday: Workshop from 9 AM to 5 PM with lunch included, dinner (included) at 6.30 PM.
- Wednesday: Workshop from 9 AM to 12 with lunch afterwards.

Learning Outcomes

This international workshop is a great opportunity to:

- learn (more) about organizational culture, what positive cultures entail, and how interactions matter to the culture
- learn to work with the validated Competing Values Framework and the Organizational Culture Assessment Instrument
- reflect on organizational change and how you could create a positive movement
- learn to guide Change Circles and engage people with Positive Leadership and interaction interventions
- connect with fellow consultants, Organization Development practitioners, leaders, and HR-professionals
- exchange insights, tips, and learn from different cultures and cases
- submit your case and develop it by learning what others would do
- practice Positive Leadership (for yourself and others)

Consultant certification and OCAI partnership

The Culture Change Leadership Workshop is a certification course for aspiring partner consultants of OCAI Online. We only refer prospects to colleagues that we know in person so we are assured of their professional quality and their fit with the OCAI Online values, standards, and practices.

This program is valid for 24 PDCs for the SHRM-CPSM or SHRM-SCPSM

Cancellation Policy

Because the venue has to be paid in advance and participants book their flights in advance, a refund upon cancellation is not possible. If it is necessary to cancel, you can send someone else in your place.

May 18-20, 2020

Location: Mooirivier Hotel, Dalfsen, the Netherlands

Fee includes the 2.5-day workshop plus materials, coffee, tea, snacks, 3 lunches, 2 dinners, and 3 hotel nights with breakfast! The first night is May 17.

Regular fee \$ 2599. Evening drinks, other extras, and tourist tax to be paid personally at the venue.

Please note that VAT may apply for Europeans without a valid VAT number.

The Super Early Bird is only 1349 USD! This is valid until September 18, 2019.

The Early Bird is 1699 USD! This is valid until December 18, 2019.

After this date, the regular fee of 2599 USD applies.

October 5-7, 2020

The next open workshop is scheduled on 7-9 October, 2019. If you want to join this one, send us an email and we'll let you know when registration for October will open.

Enroll today!

[Go to the webpage](#) and click the Add to Cart button to enroll and pay online. Your seat is secured!

Please WAIT with booking your flight until we confirm that we have enough participants.



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Who is Marcella Bremer?

Marcella is an author, and culture & change consultant. She has a MScBA degree from Rotterdam School of Management and is awarded as one of the Top 30 Global Gurus on Organizational Culture. She published two books about Culture, Change & Positive Leadership. With Marcel Lamers, she founded the online Positive Culture Academy, and OCAI online that offers Cameron & Quinn's validated Organizational Culture Assessment Instrument (OCAI) to organizations all over the world. Marcella's blog is Leadership & Change Magazine.

What do participants say about this workshop?

"Marcella has a wonderful way of engaging with her audience and brilliant insight and expertise around changing organizations culture which she shares in a tangible and enjoyable way. She created an excellent learning environment, bringing together people from many different countries. She is very passionate about this subject and the work she has done. If you need to change culture then I would strongly recommend you talk to Marcella" - Simon Moran, Change & Co

"This is a transformative workshop equipping you to exert the leadership qualities that are now required. A gift to humanity." - Claude Emond, management consultant, Canada

"An organization survives through its people. So, understanding culture is essential for all leaders. This workshop gets you there." - Karen Miller, executive Middlebury University, USA.

"Recommended. Great balance between practice and knowledge." - Jordi Jubells, engineer, Spain

"This workshop is a fabulous way to immerse yourself in culture, change, and positive leadership. I found collective wisdom by engaging with others and inspiration to take this work into the world." - Colleen Leclercq, management consultant, South-Africa

"A enlightening experience with a great group aligned through profound shared values." Charlotte Goudreault, Coach in Agile Project Team Management, Canada

"A valuable use of my time: a very powerful workshop." - Michael Noble, medical laboratory consultant, Canada.

"High added value due to the presence of lots of practical experience and theoretical knowledge." - Jelle Siaens, lead auditor, Belgium.

"Great think tank and pooling of the innovative ways to move forward." - Robyn Calvert, executive coach, South-Africa

"A refreshing opportunity to learn about and experience positive change and leadership, reinforcing the power of each one of us to contribute to the greater good." - Jenny Hoffman, management consultant, Australia

"Interactive, with the right pace and amount of theory." - Cees van 't Wout, interim manager, Netherlands

"This workshop brings together a wealth of experienced professionals from all over the world so we all learn from each other. The workshop provided valuable learnings and it will help immensely in my consulting business." - Jo Fraser, OD consultant, Australia

"Fun, engaging, inspiring" - Anjali Fox, executive consultant, USA.

Join us in
the Netherlands:

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Enroll today! Don't miss this and [secure your spot now.](#)

