

EMBRACING CHANGE

Group Activities

These activities are intended to reinforce learning and are recommended for group training sessions.

The exercises are a fun way to work together as a group and help participants apply what they have learned to their own experiences.



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Tips on Use

These activities were developed to help a group come together to explore the concepts introduced in **Embracing Change**. Group exercises are a great way to get people involved; they encourage communication and, if done right, utilize teamwork.

To set the stage for successful group activities, we recommend the following:

Diversify each group

A wide range of diversity (age, position, race, departments) will help each participant by introducing ideas they would not normally consider. The broader the group, the greater the potential for new ideas.

Assign a “leader”

This person will be responsible for keeping the group on task and writing down responses.

Establish rules

Make sure each group understands that the goal of the group activity is to generate many responses, not one “right” response. Don’t critique, judge or degrade... explore.

Three exercises are included; you may use one or all three with your group. You may also wish to create your own group activity!



Recipe for Change

15 Minutes

Embracing Change asks, "What's your recipe for change?" How do you create an environment for change? What are the ingredients needed for a good change recipe?

Break up into groups of four to six people and have each group develop their own change recipe. Encourage them to be as creative as possible. Have them consider the following when building their recipe:

- » What kind of people should be involved?
- » What kind of attitude is needed?
- » What rules should everyone abide by?

After five to ten minutes, come back together and share your recipes. Write down the key ideas for all to see. Use this list to develop a master recipe.



Change Leaders

30 Minutes

Organizations need to change and grow in order to be successful. As a large group, make a list of companies that do this well.

Make a list and include the following:

- » Company name.
- » Successful change or innovation.
 - » Why?
- » Public response/recognition.
- » Think of as many companies as possible and write them down for all to see.

Next, turn the focus to your organization. What lessons can you take away from the list you created?

Now break into small groups (4 – 6). Have each group brainstorm ways your organization can become more resilient to change.



Reaching Your Goal

60 Minutes

Break participants up into three small groups (depending on the size).

Ask each group to spend about 10 minutes to do the following:

- » Identify at least five changes that if the company considered, would be positive. These changes can be policy, product, or environment-based.
- » From this list, have the group identify one item they wish to explore.
- » Determine whether or not it is realistic (and modify if it is not).
- » Starting from the end result the change would create, work backwards to develop a step-by-step plan to implement this change or innovation. The plan should include dates, important participants, communication strategy, etc.
- » Ask each small group to share their plan with all participants.

After all groups have had a chance to present, have a larger group discussion about whether or not the goal/change is something that may potentially be implemented.



Notes

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