



HELLENIC AMERICAN UNION

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Practicing Immunity-to- Change™ (ITC)

Using the ITC tool for managing Change

3 & 7 November 2014



Empowerment workshops for open-minded leaders

Practicing Immunity-to-Change™ (ITC)

Using the ITC tool for managing Change

3 & 7 November 2014 - 10 hours (10.00-15.00)

Powerful resistance mechanisms deep within us undermine our efforts to adapt to new conditions and fulfill our goals.

This is natural. We can't avoid them but we can confront them, tame them, and embrace change to move forward. Immunity-to-Change™ (ITC) is a methodology designed to address these challenges and instill an adaptive mindset in individuals and organizations. This intensive 2-day program lets you fully experience the Immunity-to-Change process.

This workshop is ideal for managers and leaders and anyone who want to experience a powerful process for addressing individual and organizational resistance to change.

How this ITC workshop works

The tool: Immunity to Change (ITC) is designed to help individuals, work teams, and organizations make the personal and collective changes that they deem essential but have not succeeded in making despite their best efforts. ITC was developed at the Harvard Graduate School of Education and is presented in the best-selling books "How We Talk Can Change the Way We Work", and "Immunity to Change". The latter is on the International Coach Federation's "Recommended Reading for Coaches" and the Best Books list of the Conference Board Review.

The approach starts with diagnosis. It creates a customized picture of the way our current mindset produces behaviors that oppose our stated goals and hinder progress towards achieving them. This is our "immunity to change" and it is usually a mechanism, different for each individual, that operates in the background without our being aware of it. Once light is shed on the underlying conflict, the ITC method guides us through a structured process for dealing with it and accomplishing our goals.

Prior to the workshop you are expected to identify your most important goal and observe the behaviors that are currently blocking you from achieving this goal.

During the two days you will apply the methodologies presented by the instructor on the challenge you identified in the beginning of the workshop. An interval of 3 days is left between the two sessions giving you time to work on your own goal, make observations, enhance your working style and come back in the final sessions with self-reflection notes and questions to discuss.

Learning outcomes

Understand what blocks you from embracing change and achieving your most important goals as an individual, manager or leader.

Define the things you need to do to overcome the challenge you identified in the beginning of the course.

Outline

Essential pre-reading: "The Reason People Won't Change", Robert Kegan and Lisa Laskow Lahey, HBR, Nov 2001.

Before coming to the workshop participants should have identified at least one important goal and the behaviors that are currently blocking them from achieving this goal.

Day 1 - Uncovering the Adaptive Challenge

The first day is devoted to hands-on practice on the Immunity Map, a powerful framework for diagnosing the root cause of resistance to change and the mindset that creates it.

- Setting goals
- Designing the Immunity Map
- Acknowledging the existence of an immune system
- Enriching the map by designing and running a bespoke survey
- Understanding how our assumptions impact our interpretation of events and our reactions
- Familiarizing yourself with the ITC map

Day 2 - Achieving transformation

The second day gives an overview of the work required for overcoming the Immunity-to-Change challenge.

- Empowering the Map
- Envisioning success and creating a plan
- Observing the immune system in action
- Challenging the current mindset
- Exploring the Biography
- Monitoring progress
- Rerunning a survey

Workshop facilitator: Sonia Georgiadou

Sonia is an INSEAD and ITC certified business coach with 30 years of corporate experience in multinational organizations namely, HSBC, Midland Bank, Bank of America and Beecham Pharmaceuticals. She has 10 years of leadership exposure in Human Resources and Communication, Finance, Operations, IT, Compliance, Internal Controls. Sonia carries a wealth of experience both from her leadership exposure and as a coach. She adds value through helping individuals, teams and organizations identify critical success factors, set goals, and define measurable outcomes and by instilling the adaptive mindset that is required to drive towards them.

This workshop can be tailor made to suit your organization or your team development needs

The aim of this workshop is primarily to know you as a leader. Then you need to know the people you are working with, motivate them, and be able to attract and retain talented people.

Call us at 210-3680907 to find out more how you can boost your team's performance, and unleash your organization's human resource capital potential.

REGISTRATION FORM

Complete and send this registration form to HAU Office, fax: 210-3633174.

I wish to register for the following course:

Course Title	Standard Delegate Fee	For more than two persons
Practicing Immunity-to-Change™ 3 & 7 November 2014, 10.00-15.00 (10 hours)	<input type="checkbox"/> € 480	<input type="checkbox"/> € 430

Delegate's Personal Details (please print clearly)

First Name Family Name

Position/Title

Address City/Postal Code

Tel..... Fax..... e-mail.....

Invoice Details

Company Name

Area of Business.....

Address City/Postal code

Tel Fax.....

Tax Id. Nr Tax Registration Office

LAEK Subsidy YES NO

I/We understand and accept the registration and cancellation policies and procedures, and the protection of personal and credit card data policy.

Signature/Company seal

Date

Payment Details

Payments are made to the Hellenic American Union. For bank deposit/transfer information please contact the Hellenic American Union. Please always quote your company's name or the delegate's name in the transfer instructions.

Please invoice my company Cheque Bank Deposit/Transfer

Please charge my credit card: Visa Mastercard Diners

Cancellation Policy

Payment is due upon registration. Delegates who cancel after registration, or who don't attend, are liable to pay the full course fee and no refunds can be given. A replacement is always welcome.

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