

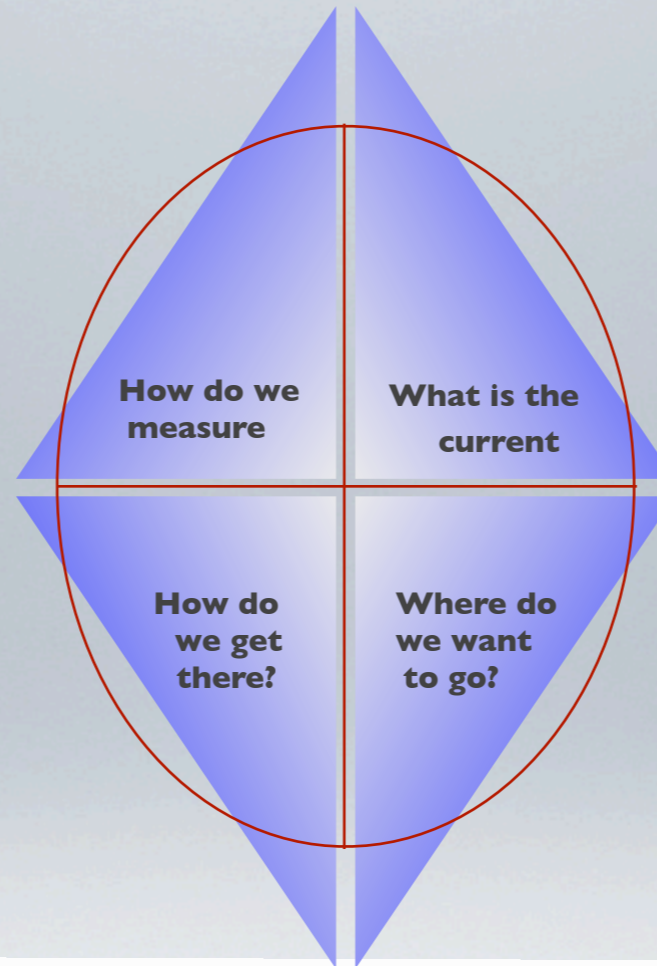
Results-based Leadership and change management

IDEA & OCL Executive Learning Programs

OCL & IDEA Learning programs for leaders

Over the last decade administrations have undertaken change processes such as reforms to implement results-based culture in the public sector. These changes tackle multiple dimensions, such as: institutional and legal frameworks, organizational culture, project and program management approaches, decentralization, as well as human resources management.

Government need to meet these complex and tough challenges to turn the reform programs into a success. Leadership is required of all people, in all roles and in all parts of the system.



Leaders have to anticipate and implement changes. They have to identify the results they seek, enlist others and address commitment and accountability. They have to plan, implement and monitor strategies which fit the organizations, the culture and multiple interests.

Adapted leadership roles and strategies; the continuous mobilization and alignment of main stakeholders as well as understanding the nature of and resistance to change are key to success and achievement of the results of the change process.

Trainings

Kenya / South-Africa / Quebec City/ Dakar.... Available in french and english.

3 week University Accredited Certification program and 2 week Foundations programs,
or any format and duration customized to your results.

Please visit our websites for schedules informations and registration details

For registration:

Consult our website (www.idea-international.org) and fill in the form online;
or Send your request for registration per email to : formations@idea-international.org;
or Send us a fax to + 1 418 266-1225, with the registration form attached

Learning Menu

Leadership and Strategic Change Management Certification

In this 3 week in-depth program leaders will gain key capacities to navigate through complex changes, develop a result based action plan, and manage teams and resources to reach lasting results.

Learning modules

- Self Awareness as a Leader
- MBTI
- Conflict Management
- Strategic Communication & the 10 Conversations
- Results Based Facilitation
- Adaptive Leadership
- The 10 Step Process for Result Based Planing
- Results and Performances Acceleration
- Coaching & Consultation SKills
- Stakeholders Alignment
- Change Management & Transitions for individuals, teams and organization

Leadership and Strategic Communication

Over two weeks of intense learning sessions, leaders will break the communication code and use efficient techniques to move from strategy to action

Learning modules

- Self Awareness as a Leader
- MBTI & Communication
- Strategic Communication & the 10 Conversations
- Results Based Facilitation
- Adaptive Leadership
- Managing Difficult Conversations
- Understanding and practicing the roles of leader as coach and facilitator
- Understanding stakeholders' and own interests, motivations and drivers and developing influence strategies

Strategic Planning and Change Management

To achieve sustainable changes, leaders need clear strategies and actionable plans. This two week program will provide leaders with the essential "know how" to accelerate result achievement through effective planning and leading.

Learning modules

- Self Awareness as a Leader
- MBTI & Change, MBTI and Teams;
- The 10 Step Process for Result Based Planing
- Results Based Facilitation
- Adaptive Leadership
- Stakeholders Alignment
- Change Management & Transitions for individuals, teams and organization

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