

Choosing a Culture of Citizenship and Collaboration



Creating a Culture of Citizenship and Collaboration can have a lasting positive impact on the performance, effectiveness and productivity of the employees of the organisation. This workshop focuses on understanding of the role of organisational culture in employee engagement.

About the workshop

According to Ed Schein, Professor at the MIT Sloan School of Management, culture is the most difficult organisational attribute to change, outlasting organisational products, services, founders and leadership and all other physical attributes of the organisation.

Join us for a significant and insightful investigation into the value of creating a culture of innovation.

Louise will share insights from Neuroscience and Management 2.0 to illustrate how creating a Culture of Citizenship and Collaboration can have a lasting positive impact on the performance, effectiveness and productivity of everyone within an organisation, enabling organisations to tap into the collective wisdom of their employees to maximize potential.



Benefits of attending

- Gain a better understanding of organisational culture and how it manifests as a way of being
- Develop insight into the role of leadership in perpetuating the current culture
- Exploration of the shift away from leadership as an organisational role towards citizenship as an organisational enabler
- Identify the behaviours required to entrench a constructive culture
- Understanding of the role of organisational culture in employee engagement
- Work on the crafting of your new organisational story
- Understanding the difference between passive, aggressive and collaborative cultures
- Understanding the choices an individual can make to move to a collaborative culture.



Facilitator:
Louise van Rhyn

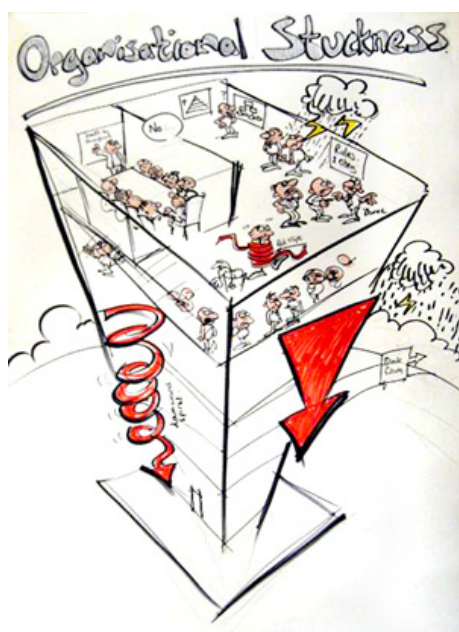
Louise, with a doctoral degree in organisational change, has twenty five years experience as a change practitioner with a focus on large scale change in complex social systems. She has worked with diverse local and global organisations, across all sectors, in many countries.

She has been privileged to work with some of the world's leading organisations and to have had the opportunity to study extensively – especially in the field of Complexity Science with Ralph Stacey and Patricia Shaw. She has also been challenged and inspired through her partnership with Ben and Roz Zander, Peter Block, Judith Glaser and her colleagues in the Creating We Institute.

As OD practitioner she partners with leaders in organisations who face complex organisational challenges. She facilitates and designs processes for people across the hierarchy to help them become more aware of the power they have to co-create a culture of collaboration and citizenship where they can flourish and live a life of contribution. Her sessions have profound results as they are uniquely designed to ignite energy, engagement and a sense of possibility.

Through Louise's partnership with leading international OD and change management practitioners, Symphonia Leadership Development has been licensed to offer Flawless Consulting workshops (developed by Peter Block) in South Africa and Louise is the primary facilitator of this transformational process in South Africa.

Over the past four years Louise has worked with Ben & Roz Zander and launched an initiative to 're-ignite the conversation of possibility in South Africa' which recently resulted in the release of a DVD entitled "South Africa: Alive with Possibility". Since 2009 she has been working with Peter Block to equip citizens and leaders in South Africa with the skills to be social architects. She regards this work as some of the most rewarding and meaningful work she has ever done.



CAPE TOWN

Date: Tues 8, November 2011

Date: Tues 2, February 2012

Time: 09:00 - 16:00 / Registration: 08:30

JOHANNESBURG

Date: Thurs 17, November 2011

Time: 09:00 - 16:00 / Registration: 08:30

INVESTMENT

Standard: R 2,500.00 + VAT • SAODN Members: R 2,250.00 + VAT

BOOK NOW!

Contact Johleen on 021 913 3507 or email johleen@symphonia.net

