



# Designing and executing a leadership programme

## A hand-out guide

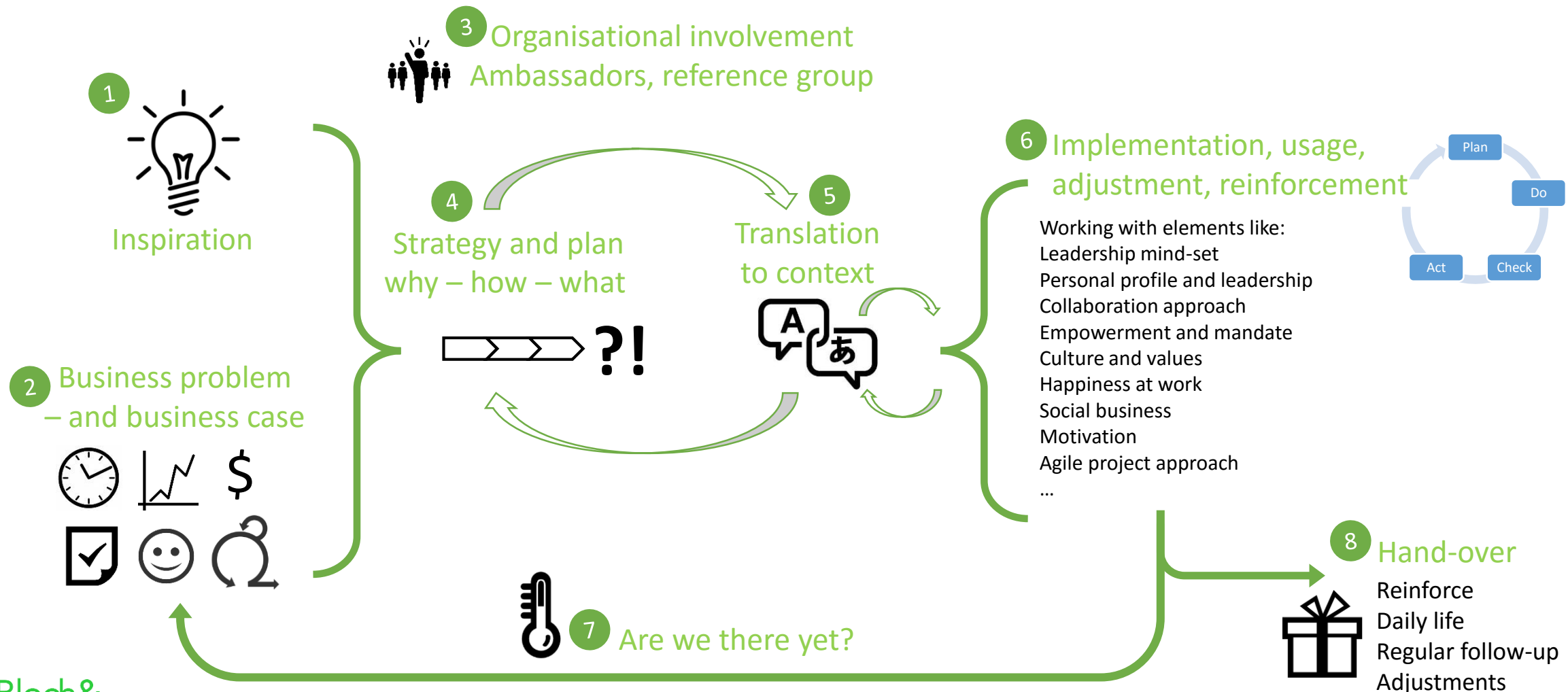
30-Dec-2015

Bloch&Østergaard

Because going to work should be nice, great, and awesome



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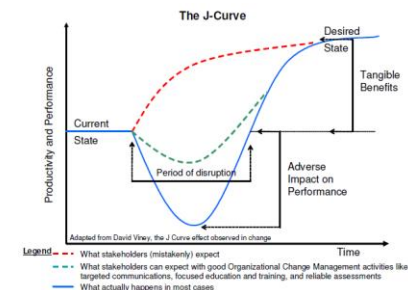


# Designing and executing a leadership programme

1: Inspiration	2: Business problem/case	3: Organisational involvement	4: Strategy and plan	5: Translation	6: Implementation	7: Are we there yet	8: Hand-over
<ul style="list-style-type: none"> <li>•What megatrends are there, for the industry and for organisations</li> <li>•What does Future of Work look like</li> <li>•What do others do?</li> <li>•Benchmark?</li> <li>•Cases</li> </ul>	<ul style="list-style-type: none"> <li>•Define the problem</li> <li>•Define the purpose and goal</li> <li>•And time line</li> <li>•Level of ambition</li> <li>•How much money, resources, and time do we invest?</li> <li>•What losses do we accept?</li> <li>•Other stakeholders?</li> <li>•KPI's – hard and soft</li> </ul>	<ul style="list-style-type: none"> <li>•Appointing real ambassadors, peer-to-peer level</li> <li>•Involvement, listening</li> <li>•Establishing genuine reference groups</li> <li>•Planning communication and dialogue</li> </ul>	<ul style="list-style-type: none"> <li>•What's the strategy and plan</li> <li>•Why do we do it?</li> <li>•How and what do we do?</li> <li>•How do we establish desire?</li> <li>•What does the future state look like?</li> <li>•Note: Requires input and involvement from all the organisation</li> </ul>	<ul style="list-style-type: none"> <li>•Translating all the input, theories, and philosophies into context of the organisation</li> <li>•What does it actually mean, right here in my daily work?</li> <li>•Note: Requires input and involvement from all the organisation</li> </ul>	<ul style="list-style-type: none"> <li>•Designing and planning all the activities, that will support the transformation</li> <li>•Training, educating, both employees and middle managers</li> <li>•Involvement</li> <li>•Adjustment when needed</li> <li>•Reinforce, to remember to use it in daily life</li> <li>•Note: The activities cannot be designed until the translation is done</li> </ul>	<ul style="list-style-type: none"> <li>•Purpose supported?</li> <li>•Goal met?</li> </ul>	<ul style="list-style-type: none"> <li>•To whom?</li> <li>•Ownership and responsibility</li> <li>•Governance and annual wheel</li> <li>•Reinforce in daily life</li> <li>•Regular follow-up</li> <li>•Adjustments</li> <li>•Next steps</li> </ul>



## And change management to make it happen:



**Awareness** of the need to change  
**Desire** to participate and support the change  
**Knowledge** of how to change (and what the change looks like)  
**Ability** to implement the change on a day-to-day basis  
**Reinforcement** to keep the change in place



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Are you ready for the future of work?