

change
leadership
digital
learning
project delivery



simplified
change
solutions

We taught change champions to facilitate with impact

The problem:

A global home improvements retailer was using 'change champions' to roll out a major programme internationally. The job of the champions was to engage colleagues across the organisation to mobilise true commitment and help make the change 'stick' across the business. The 'champions' were appointed internally from different levels across the business but had no experience of running change programmes.

The goal:

To help the business deliver a successful change programme by equipping the 'change champions' with the right skills and techniques to facilitate workshops with people across the organisation and communicate the change with a lasting impact.

Curium's solution:

We ran a programme of intensive training workshops to upskill the 'change champions' including:

- Tetramap and Mindset, a series of tools that enabled a complete mind-set shift in how to understand others and provide some practical and simple techniques to achieve significantly improved results in engagement, influencing and building rapport.
- Facilitate with Impact, a structured set of techniques to build ultimate confidence when presenting and facilitating along with a practical toolkit to give them a steep change in the effectiveness of Workshops and Engagement Sessions being run across the programme
- The Hopper: a simple and effective mechanism that allowed them to gather ideas and feedback from their colleagues and prioritise solutions.

The result:

Change champions have been successfully equipped to deliver change and are confident in their roles. While it's still early days, they have already delivered meaningful change by successfully addressing two key areas of concern raised by colleagues across the business and the Senior Leadership Team themselves are now running high impact engagement sessions for up to 50 people at a time, which has had a huge impact on the engagement of the wider team.

To empower people and organisations across the world
to achieve their personal and business potential.