

INTEGRATING CHANGE IN ORGANIZATIONS

This program is an opportunity to learn about change and the importance of integrating change in organizations, and to hear some of the latest thinking of Mel Toomey, founder of Generative Leadership Group and designer of an accredited Master's degree program in Organizational Leadership.

Mel has been doing some profound thinking about change and the challenge of integrating change into the human and business systems of organizations, and wants to share that with an interested and involved group of people, both to contribute to your own leadership and to get your feedback and thinking on this new topic.

If you have questions, please feel free to contact me (contact info below) or Mel Toomey directly at m_toomey@glg.net

Information about the program follows, along with a form to request more information.

INTEGRATING CHANGE

Corporate North America's Undeclared Strategic Imperative

Context for the Workshop

One need only look back at their direct experience to see how change is accelerating. When asked the question, "Will it stop?" most organizational leaders answer, "Not likely". Change and the rate at which it is occurring can no longer be addressed with the thinking we have brought to it thus far.

Research in combination with coaching senior leaders and facilitating large-scale change has contributed to the Center for Leadership Studies' understanding of change integration.

This pilot program will provide some valuable insight based on this understanding and research. The essence of what we have learned is fairly simple and, in retrospect, perhaps even obvious.

Organizations have all the key attributes of societal formations and are therefore subject to the variability and unexpected change that comes with human interaction. Societal formations require communication for their existence.

As the ease and speed of communication increases within and between organizations, there are two direct correlations:

- An increase in the need to integrate change.
- An increase in the emergence of specialization.

... and a paradox:

- Specialization contributes to maintaining reliability, predictability and certainty.
- Specialization impedes the integration of change.

While these statements are, on their face, simple, the implications arising from them are complex, daunting, and paradoxical. How and why is it that change and specialization, the by products of communication, are antithetical?

Today a company's and an individual's success is increasingly dependent on the effectiveness of their ability to integrate change – and to do this faster than ever before.

In this pilot program you will learn proven ways to be more effective.

Mel's bio:

Mel Toomey, designer of the MA in Organizational Leadership (MAOL) program is Scholar in Residence at the Graduate Institute in Southbury, Connecticut, where he works to advance his methodology for rapid leader development. Mel is the founder of The Center for Leadership Studies, which provides the research, development and program material for MAOL. He is also the founder of Generative Leadership Group where he works closely with its managing partner, to evolve the field of leadership through advisory, consulting and developmental services.

See: <http://www.maol.net/about-center-for-leadership-studies> for more information on the Masters of Arts in Organizational Leadership Program. See <http://www.GLG.net> for more information about the Generative Leadership Group.

Please send me more information on
"INTEGRATING CHANGE"

Please Print Clearly

Last Name: _____ Name you prefer to be called: _____

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Company/Organization _____

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Please mail, e-mail or fax this page to:

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