Leading Strategic Change
Sample Schedule

All times noted are in Eastern U.S. (Boston, MA) time zone

Schedule Subject to Change

**DAY 1**
8:00 – 9:00 AM  Setting the Scene
   - Ground-rules and frames
   - Introductions around the room

9:15 – 10:30 AM  Introducing the changes we’re leading or working on
   What is your change? What are our answers to the three ‘Green Zone’ questions? (Given as pre-work)

10:45 – 12:45 PM  What’s wrong with how we currently lead change?

1:45 – 3:30 PM  Overview of the ‘Step Up, Step Back’ approach to leading change

3:45 – 5:15 PM  Reflection and application

5:15 – 6:00 PM  Learnings from today

Drinks and group dinner

**DAY 2**
8:00 – 8:30 AM  Reflections so far

9:00 – 12:45 PM  Achieving Clarity: Communicating what you want
(with breaks at 9:30 and 11:00, respectively)

1:30 – 3:30 PM  Why quick wins can be toxic to strategic change

3:45 – 5:30 PM  What does this mean for my change?

5:30 – 6:00 PM  Learnings from today

Free evening

**DAY 3**
8:00 – 8:30 AM  Reflections so far

9:00 AM – 11:00 AM  Refining our change narratives
(with break at 9:30)

11:15 AM – 12:45 PM  Practicing our change narratives

1:30 – 5:15 PM  Aligning the org around the change

5:30 – 6:00 PM  Learnings from today
**DAY 4**

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<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>8:00 – 8:45 AM</td>
<td>Reflections so far</td>
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<tr>
<td>9:00 AM – 10:30 AM</td>
<td>Experience from the real world</td>
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<tr>
<td>11:00 AM – 2:45 PM (with break at 1:00 PM)</td>
<td>Achieving focus and consistency</td>
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<td>3:00 – 5:00 PM</td>
<td>Re-shaping culture to support the change</td>
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<td>5:30 – 6:00 PM</td>
<td>Learnings from today</td>
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**DAY 5**

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<tr>
<th>Time</th>
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<tbody>
<tr>
<td>8:00 – 8:45 AM</td>
<td>Reflections so far</td>
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<tr>
<td>9:00 AM – 10:00 AM</td>
<td>Now what?</td>
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<td>10:15 AM – 11:30 AM</td>
<td>Committing to change</td>
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<td>11:30 AM – 12:30 PM</td>
<td>Final reflections &amp; close</td>
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