

*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**

8:00 – 8:45 AM	Reflections so far
9:00 AM – 10:30 AM	Experience from the real world
11:00 AM – 2:45 PM (with break at 1:00 PM)	Achieving focus and consistency
3:00 – 5:00 PM	Re-shaping culture to support the change
5:30 – 6:00 PM	Learnings from today

**DAY 5**

8:00 – 8:45 AM	Reflections so far
9:00 AM – 10:00 AM	Now what?
10:15 AM – 11:30 AM	Committing to change
11:30 AM – 12:30 PM	Final reflections & close