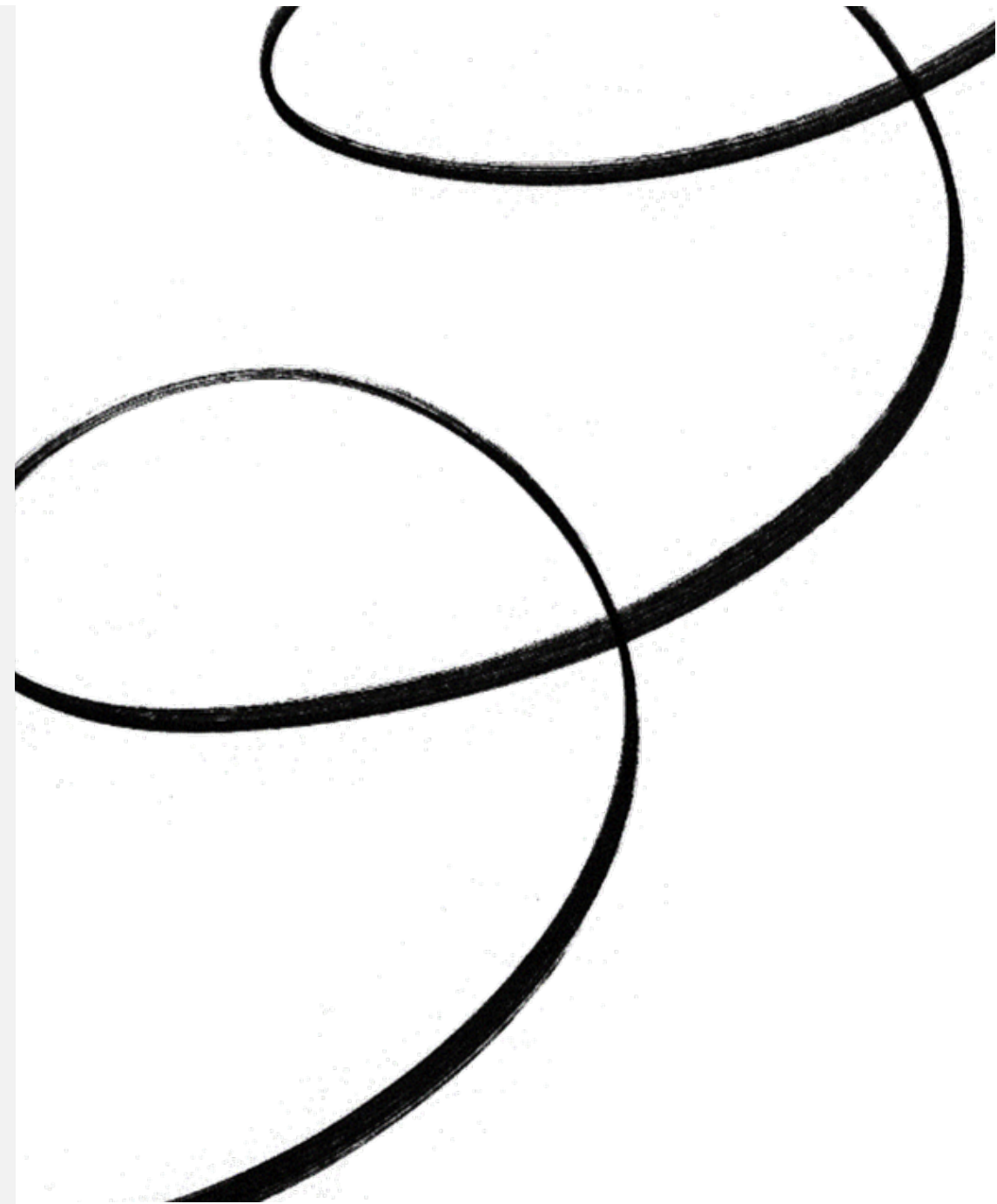




Integrated  
Consulting  
Group

# Change & Transformation



# Change & Transformation | Day 1

01 / Welcome, Goals, Agenda

02 / Check-in questions

03 / My Change Story

04 / Change Curve

05 / Change Architecture



*Break*

06 / Change Roadmap



*Lunch-Break*

07 / Building up a Vision for Change. Theory and Tool. Debrief,

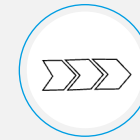


*Break*

08 / Kotter 8 steps Model on Change

09 / Change as a fundamental principle of Western civilisation

10 / Feedback & Closing



**Personal and Organisation Dimension**  
Of Change & Transformation



**Participants: 10 - 12 Persons**  
Middle Management and Teams



# Change & Transformation | Day 2

- 01 / Review of 1st day
- 02 / Create a State of Urgency. Theory & Tool.
- 03 / Create a State of Urgency. Debrief.



Break

- 04 / Managing Resistance. Theory & Tool.
- 05 / Managing Resistance. Debrief.
- 06 / Communicating Change. Theory & Tool.



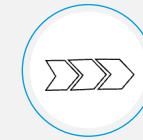
Lunch-Break

- 07 / Communicating Change. Debrief,



Break

- 08 / Typical Mistakes in a Change & Transformation Process
- 09 / 12 Impulses for Change
- 10 / Feedback & Closing



**Tools to Manage Change & Transformation**  
Start Change, Manage Resistance,  
Communicate



**Participants: 10 - 12 Persons**  
Middle Management and Teams



## About ICG

A short glimpse in our professional life, in our beliefs and values



# About ICG

We work with a special consulting approach that combines change management, organizational design and business aspects in a “state-of-the-art” way.

Supporting transformation processes means for us also the professional design of change communication including large group events as well as learning formats.

Our ICG team consists of 140 consultants from 12 countries and therefore has know-how and experience from different cultures.



We support companies of all sectors – corporations, medium-sized companies, public-sector companies – and know each of the specific features.

Our team exclusively consists of very experienced change management professionals who are fully committed to the cause and create development based on partnership.

We are “hands-on” consultants, impact is more important to us than concepts.