

Leading Transformative Conversations

Accelerate change, build trust, and nurture partnerships within your organization

Elevating an organization's performance and helping a company make an increasingly positive impact is not an easy task. It requires a unique set of strengths, including the ability to lead a transformative conversation that productively engages and energizes everyone involved.

This course will teach learners how to incite a process that can cultivate positive change in their organizations. They will discover techniques for leading honest, collective, and transparent conversations that will accelerate progress by building trust and partnerships with their peers. These transformative conversations will not only improve performance but also foster a high level of engagement. Learners will work together to apply these ideas to their own organizations through several practice exercises and discussions.

Developed in Partnership with



Learners will attain:

- The ability to powerfully articulate and refine their organization's goals and aspirations
- Knowledge about how to engage key members of their leadership team in searching inquiry to identify strengths and challenges
- The skills needed to build a focused plan to enact transformational change

Faculty



Michael Beer, Ph.D.

Cahners-Rabb Professor of Business Administration, Emeritus at the Harvard Business School, and co-founder and Director of TruePoint management consultancy

Author



Russell Eisenstat

Founder and President of TruePoint, a mission-driven organizational consulting firm, and author of *The Critical Path to Corporate Renewal*

Course Outline

WEEK 1

Aspire: An Introduction to Transformative Conversations

- The Power of Transformative Conversations
- The Foundation: Setting a Shared Aspiration
- Develop a Statement of Aspiration
- Partner Exercise: Share and Update Your Statement of Aspiration
- Live Event

WEEK 2

Inquire: Identifying Key Organizational Strengths and Challenges

- The Power of Inquiry: Build Commitment and Partnership
- Partner Exercise: Practice the 7 Keys
- Partner Exercise: Stakeholder Interviews
- Live Event

WEEK 3

Enact: Engaging Your Organization to Enact Change

- Gain Insight to Guide Action: Diagnose Before Doing Surgery
- Architect and Enact a Systemic Plan
- Partner Exercise: Action Planning
- Live Event