### SIMDUSTRY® & dimension21: Your ready-to-use Simulation

# **SIMChange**





Generative Change - Analyze and experience the power of change forces and the System Knowledge - Gain effectiveness of change processes in a deeper understanding of an organization, based on SIMChange's the pillars of organizations own unique model Generative Change and find levers for effective of dimensional. Systemic Understanding action steps. Get a grasp on complex and uncertain environments. SIMChange CHANGE FORCES CHANGE FORCES Sensitivität für Irritationen
Sensitivity to irritation **SIM**Change Generative Change STRATEGIE ORGANISATION MENSCH †#f Leadership Leadership simdustry' Beobachtung 2. Ordnung Empowerment Empowerment Generative Change ARCHETYPEN ARCHETYPES Das reagierende System
The reacting system Das planende System Das idealistische System
The idealistic system Unternehmensumfeld 2. Ordnung Das indifferente System The indifferent system Das pionierende System
The pioneering system simdustry\* (3) Das realistische System The realistic system Das verteidigende System The defending system Das gestaltende System Blind Spots - Learn how Catalyze your change results - Learn actions in organizations Visible effects to adapt recognized change models and could find their intended Gain insights into tools like Lewin's 3 steps and ADKAR ways and see how systemic how interactions in a holistic and generative view of change. patterns impact change impact organizations.

**SIMChange** turns your delegates into board members in a complex corporate environment. Taking on responsibility for a change project, they plan action steps for change and discuss the expected impacts. In reflection sessions they gain insights into the interaction in the system. Your delegates experience hands-on the interconnectivity of areas and action fields in an organization and develop insights into organizational dynamics and the complexity in change processes. SIMChange is based on the Generative Change model of dimension21.

#### Target group:

- > Newcomers in the leadership role & trainees
- Experienced managers
- > HR managers and members of Change Teams
- Organization developers

## Learning goals / content:

- > digging deeper into organizational dynamics
- gaining a deeper understanding of complex environments
- grasping how behavior patterns impact organizations during a change
- learning how to plan, initiate and support a change process
- > getting a grip on the VUCA world

#### Duration:

 2 days (as a stand-alone workshop/training) or embedded in a comprehensive development program





SIMChange can be easily adapted to reflect your and your delegates' specific business reality!

processes.