

## Overview

This facilitated workshop will help individuals express their interpretation of a current change strategy.

By expressing interpretations in a lyric penned by the participants and against a musical style there is an emotional response to what everyone hears.

Then through a collaborative experience any non-consensus can be freely expressed, explored and elaborated to elicit to a shared understanding.

The workshop provides an opportunity for teams to work together to create their own piece of music that reflects an understanding of the change in a relaxed and motivational environment.

Participants do not have to have a musical background to play their part in creating a 'masterpiece' and it's suitable for both musician and non-musician alike

## Objectives

- To explore the shared understanding of a change strategy (or other business issue).
- To develop communication and knowledge-sharing.
- To build team spirit and the motivation to achieve business objectives

## Who Should Attend

- Anyone at any level within the organisation involved in, affected by, or has a part to play in the success of a change.
- The workshop would benefit a group of managers or team leads responsible for the management and implementation of change.

## Content

Are individuals or teams saying they understand the new change strategy but there's a feeling that they are not all playing the same tune?

Is the heart and soul of the vision getting lost in the complexity of communications, relationships and interpretations? Is there a lack of rhyme or reason? Perhaps everyone needs a way to **hear** what is actually being felt.

This facilitated workshop will help individuals express their interpretation of a current change strategy and develop a common group understanding.

### Session One: Introduction

- An outline of what the group will achieve today. The right atmosphere is set by a percussion session to 'loosen up' and the group is split into teams.

### Session Two: Choosing The Style

- Each team select from a choice of music styles such as Pop; Funk; Country; Folk; Rock; Hip Hop; Rap; Disco.

### Session Three: Getting Into The Groove

- Listening to original pre-recorded backing tracks each group start to 'feel' the song and let the inspiration begin.

### Session Four: Planning The Structure

- The Session Leader will outline some styles of songs and explain the structures that are used to prepare the teams for their lyric writing session.

### Session Five: Lyric Writing

- Team members will start to create lyric ideas and supported by the Session Facilitator everyone will be encouraged to let their creativity flow.
- A current change strategy is used as inspiration. This can be supported by exploring the company's vision, values and mission statement.

### Session Six: Rehearsing

- Teams practice showcasing their masterpiece for the big event.

### Session Seven: Silence: Recording In Progress!

- Teams record their masterpiece and experience the 'buzz' of being in a recording studio-style environment.

### Off-Air Breakout Session: Facilitated Group Work

- While each team record their masterpiece the other teams take part in a facilitated workshop exploring the change issue.

### Session Eight: It's Showtime!

- Teams present their 'hot hit'. *(Optional voting session to pick the best song).*

### Review Session: Learning Outcomes & Action Plans

- In this facilitated session the group come together to share and explore the learning outcomes from the day. If appropriate action plans are set.

Duration	Typically 1 Day (variable)
On-Site Courses	Contact us to have this course delivered on-site or tailored to your needs