



SPIRALS OF CHANGE IN BUSINESS

Business Sustainability & Spiral Dynamics integral
presented by The Organisational Development Group.

In Business, measurement matters. If you can measure it, you can manage it.

In your business, or personal, life:

- Are you discovering that solutions that used to work don't work as well as they once did?
- Are you aware that something's not 'quite right', but you cannot explain why?

Perhaps a change is indicated. In which case:

- IF it is time for a change, then a change FROM what TO what?
- IF it is time for a change, then which of the Seven Variations of Change is appropriate?

Introducing Unique Organisational Tools for Change.

In this one-day seminar, you will be introduced to a complex and powerful organisational model called '**Spiral Dynamics integral**'. You will also gain a personal experience of the unique and incredibly practical tool developed from this model—'**BusinessSCAN**'. [Detailed information on separate sheet.]

Offering guiding principles for controlling any situation, 'BusinessSCAN' is one of the 'CultureSCAN' suite of tools based on Spiral Dynamics integral. Feedback obtained through 'BusinessSCAN' enables us to accurately and successfully measure, predict and manage change. Based on the work of Prof. Clare Graves, these models and tools have been designed by Dr Don Beck, and developed for practical application by John Cook and Christopher Cooke for use with individuals and in organisations internationally.

Appreciating the Dynamics of Culture, you will gain insights into:

- The Seven Variations of Change and how these describe your business.
- The fit between your values and your ability to change—in general and under duress.
- Collective hidden values of your group or department and the organisation.
- The type of change you and your organisation prefer—cautious incremental change or revolutionary change.
- Whether you have entrepreneurial or transformational thinking or analogue or digital thinking and how these affect your organisation.
- Identifying the causes of frustration in yourself and others and transforming this frustration into productive workplace contribution.
- Achieving consensus of decision and resolving conflict.

Advance Your Business—Increase Profitability.

Understanding 'Spiral Dynamics integral' and the use of 'BusinessSCAN' will advance all aspects of your organisation, offering appropriate styles of consulting, training and management. This extraordinarily cost effective process will not only save money in the short term but the outcome will enhance your bottom line profitability creating sustainable business management.

Who Should Attend:

Everyone can benefit from learning about fundamental human issues. 'Spiral Dynamics integral' and 'BusinessSCAN' are already being used in areas of corporate leadership, and government, community and private organisations.

Organisations will gain far more if they send two or more participants who can share their knowledge and demonstrate the interactive power of the information. The amazing potential of these services will be demonstrated in business, education, leadership, law enforcement, youth services, health, change management and politics.



"Spiral Dynamics is the first, major, systemic and complex way of thinking that addresses the 'big picture.'

"It provides a framework for looking at macro and micro issues simultaneously and explains more of everything than any other model.

"Spiral Dynamics is one of the best integral psychologies now available. It has profound implications for business, politics, education and medicine, and it will give you the tools to begin applying these revolutionary ideas in your own field immediately.

Don't miss it!"

Ken Wilber, President
Integral Institute, author
of *A Theory of Everything*.



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John Cook is an international organisational development specialist with experience in UK, Europe, USA, Japan, New Zealand and Australia. He facilitates - through his profound understanding of the environment in which people and organisations operate – the discovery of the development path that is right for them, identifying weaknesses and building on and intensifying strengths. He is one of the team who developed practical methods for understanding the causes and effects of change and core values on individual and organisational performance. John has implemented productivity improvements within the food, drink and manufacturing sectors, created IT solutions accounting for differences in inter-country cultures, installed corporate change programs, established improvements in supply chain and contractor relationships within the water industry, and acted as an executive mentor to CEOs.



A life long believer in learning with a practical approach and strong interpersonal skills, John specialises in organisational behaviour, values and cultural issues which affect individuals and organisations. He offers his clients improved relationships and team building at all levels of an organisation, helping them overcome barriers to change, and offering innovation and progress across the board.

Alistair Wait is an international business consultant and trainer in organisational development, leadership and change. He has linked many investors with competitive companies to create strong business alliances, and has conducted business and educational training in both private and government sectors. He has extensive consultative experience as a negotiator and mediator, in participative design processes associated with sustainable tourism development, and in international and local economic development and educational design. Alistair has consulted with large organisations in India, China and countries throughout the Pacific, and with US Government sponsored projects in Central Asia.



Well known for his collegial style and entrepreneurial spirit, Alistair incorporates leading behavioural communication strategies and methods when interacting with groups and individuals of diverse cultures and backgrounds, ensuring successful outcomes for all parties.

Roger Deaner is associated with incorporating change in his career as Divisional Managing Director and international trouble-shooter for the multi-national corporate giant, Courtaulds Ltd. Driving organisational and technological change through mergers and acquisitions, Roger was renowned for his ability to train leaders to succeed him and ensure organisational readiness for future competitive environments.



A leading trainer, mentor and consultant in Leadership and Organisational Development and Change, Roger imparts a unique insight into the needs and drives of organisations, leaders and the cultural impact on multiple bottom lines. He explains the key human behavioural aspects that determine and link the dynamics of corporate strategy, structure, systems, culture and leadership, providing the formula for how to create the change, in a period of growth or decline, that will deliver desired bottom line results tomorrow.

REGISTRATION FORM – SPIRALS OF CHANGE IN BUSINESS

FOR DETAILS AND DISCUSSION CONTACT THE ORGANISATIONAL DEVELOPMENT GROUP.

Auckland: June 8 2005

with John Cook and Alistair Wait

Register on-line: www.todg.net

For all details contact:

John Cook +649 459 5351 john@todg.net
Alistair Wait +649 622 3544 alistair@todg.net
Fax: +649 622 3543 Program times: 9am to 5pm

Melbourne: June 15 2005

with John Cook and Roger Deaner

Register on-line: www.todg.net

ABN: 59 182 098 323

For all details contact:

Carolyn Barratt +613 9482 5841 carolyn@todg.net
Rita Papadakis +613 9530 5700 rita@todg.net
Fax: +613 9481 6219 Program times: 9am to 5pm

Canberra: June 16 2005

Please indicate your preference to attend: **Auckland 8 June** **Melbourne 15 June** **Canberra 16 June**

Investment: \$425 +GST

Early Bird Discount: \$375 +GST – fully paid prior to 30 April 2005

Name	<input type="text"/>		Method of Payment	<input type="checkbox"/> EFT	<input type="checkbox"/> Cheque	<input type="checkbox"/> AmEx
Company	<input type="text"/>	Position	<input type="text"/>	<input type="checkbox"/> Visa/M-card/B-card	<input type="checkbox"/> Cash	<input type="checkbox"/> Invoice
Address	<input type="text"/>	P/C	<input type="text"/>	Credit Card Number:	Amex ID:	Expiry:
E-Mail	<input type="text"/>		<input type="text"/>		<input type="text"/>	<input type="text"/>
Phone	<input type="text"/>	Mobile	<input type="text"/>	Signature	Name on Card	
				Today's date:	<input type="text"/>	Amount
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Terms and Conditions: Please note that we reserve the right to postpone this program due to unforeseen circumstances. In such an instance, participants can choose between a full refund or a transfer to another program. A minimum deposit of 25% is required with booking. Full payment is required 2 weeks prior to the start date. Refunds less 10% are available if cancellations are received in writing up to 14 days prior to program commencement. The company reserves the right to retain the full fee for cancellations within 7 days of the program.