



April 21, 28–30, 2020

VIRTUAL

Visual Consulting: Designing & Leading Change

Three-Day Online Workshop, Hosted on Zoom for European Timezones

Learn with
David Sibbet & Gisela Wendling, Ph.D.



“This is one of the best Grove workshops I’ve been to,” a senior consultant attendee stated. “I’ve not seen any approach to supporting change that so successfully balances attention to both the inner and the outer process of change.”



Following a sold-out workshop in 2018, David Sibbet and Gisela Wendling, Ph.D., had planned to return to Austria for an extended version of Visual Consulting —Designing & Leading Change. Because of the impact of the COVID-19 pandemic, we have shifted this workshop and are now offering it virtually at times that will work for European participants. In this time of crisis, it is become rapidly more important to thoughtfully approach designing and leading change with tools and methods that work in person and online.

In this three-day, highly interactive workshop, David and Gisela will share their decades of experience in working with change with clients all over the world. Their recently published book, *Visual Consulting: Designing & Leading Change*, provides a close-up look at their approach that integrates change with dialogic and visual practices.

This workshop is for visual practitioners, facilitators, and consultants seeking to deepen their skills in designing and leading organization and social-change processes.

The workshop includes a kick-off session to provide an overview of the agenda and activities, and address any technical issues regarding Zoom. To complement the three-day workshop, materials, including pre-assignments and some preparatory work in between sessions, will be sent via email.

Kickoff Session: April 21, 4 p.m. to 6 p.m. CET

Workshop Dates: April 28–30, 2020
Three six-hour days
(12 p.m. to 6 p.m. CET)

Price: € 1.300,- (excl. VAT)

Workshop Type: Virtual

Venue: Zoom

To Register, Please Contact:

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Learning Online

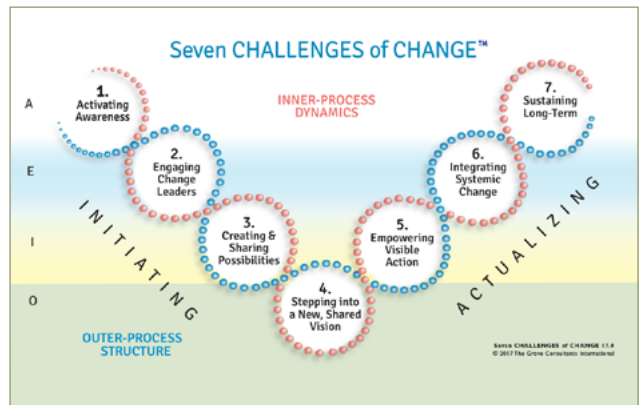
The online version of this workshop is an opportunity for Gisela and David to share the tools and approaches they have developed over the last decade in virtual meeting environments. The workshop will convene in Zoom with its breakout groups and chat features. Participants will also use Google Docs for wiki-like co-creation and Mural for working with sticky notes online. David will be using a tablet for additional visual-learning support.

No prior online learning or virtual collaboration experience is required in order to take full advantage of what this workshop offers. Our kick-off session includes an introduction to the online tools we will be using.



Bring Your Change Challenge

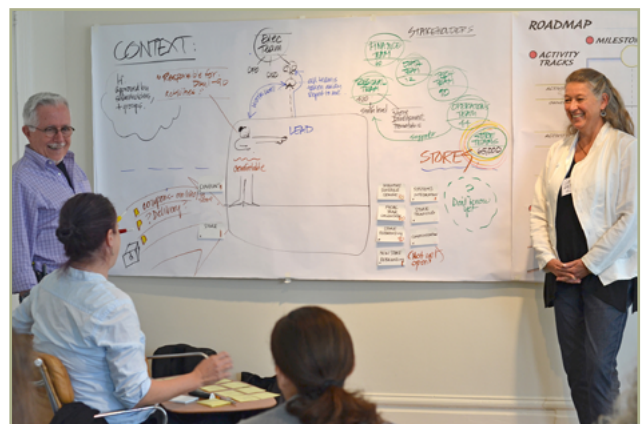
Participants are invited to bring a process-consulting challenge and will emerge with a process design and knowledge of a range of proven intervention methods that will lead to successful change. We encourage those who are working on change challenges directly related to the pandemic to bring these to the workshop, including actual work on response plans and adaptive strategies.



Workshop Leaders

Grove founder, co-director of The GLEN, and master facilitator, [David Sibbet](#), brings 40 years of practitioner experience facilitating complex processes online and face-to-face in public, community, and organizational settings.

Vice-president of global learning, executive director of The GLEN, and senior consultant [Gisela Wendling, Ph.D.](#), builds on her 25 years of practice and research with organization development, transformational learning, change and dialogue.



Highlights:

- **Work on a change challenge** from your own organization or client.
- **Learn how inner dynamics and outer structures combine** to support system change.
- **Discover the power of integrating dialogic practices**, visual facilitation, and change with use of self.
- **Be one of the first to learn about cutting-edge visual consulting practices** to cultivate and harvest the momentum of change.
- **Practice visual formats** for creating strong process containers for change.
- **Learn about successful cases** in both private and public sectors.
- **Experience deep sharing and new relationships** with peers who can support you in an ongoing way.
- **Develop mutually empowering and respectful partnerships** with stakeholders and client organizations—internal and external.

Workshop Objectives:

- Learn the Seven Challenges of Change Framework as a guide to designing and leading organization and social change.
- Appreciate the Liminal Pathways Framework to understand the basic pattern of change, with a special focus on the inner dynamics of change that are challenging.
- Learn and practice process mapping on- and offline working with participant change challenges.
- Develop a context map for a specific change-consulting challenge.
- Learn graphic practices for scoping client and stakeholder needs.
- Understand how to organize and facilitate a process-design team. These especially lend themselves to online meetings.
- Learn about ongoing contracting for goals, roles, and results.
- Explore the role and diverse tasks of leaders of change.
- Gain insight about how to support the momentum of change over a sustained period.
- Throughout, learn and practice change-leadership skills including listening, asking questions, increasing self-understanding, and working with creativity and uncertainty.

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