Leading Systemic Change
An encompassing approach

Improve and sustain organizational health and performance.

Your firm is part of a broader business system of suppliers, customers, partners, and stakeholders. Your unit can be helped — or hindered — by those upon whom you depend. Yet your performance depends on your ability to manage it all, especially in times of major change. Learn the five capabilities that increase the overall effectiveness and impact of your change efforts.

Five Capabilities

1. Promoting enterprise awareness
2. Installing innovation sets
3. Balancing push and pull changes
4. Seeking growth
5. Distribution leadership
Based on newly published research: *Systemic Change Management: The Five Capabilities for Improving Enterprise*. This course approaches systemic change through case studies of leading organizations. Take an inside look at what worked — and what didn’t — at United Technologies, Rockwell Collins, Raytheon, Toyota Ariens, the US Army, and the US Air Force.

Today’s businesses no longer have clear boarders between supplier, customer, consultants, vendors and others. Here is a new, holistic approach for successful implementation of the “enterprise change” of interconnected units.

Each of five change capabilities individually provide some benefits, and all five capabilities when used collectively create a synergy that increases the overall effectiveness and impact of your change efforts.

**Primary program objectives of Leading Systemic Change:**
- Learn a new approach for improving your organization’s health and performance during change
- Learn how to influence the operations of outside units
- Learn to create an enterprise systems view
- Use change as a basis for improvements across sets of organizations
- Increase the overall effectiveness and impact of your change efforts

**Sample program schedule:**
A sample schedule for the 2 day *Leading Systemic Change* program follows. Please note, this schedule is subject to change and a more detailed agenda will be presented to enrolled participants.

<table>
<thead>
<tr>
<th>Pre-work</th>
<th>Day 1</th>
<th>Day 2</th>
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<tbody>
<tr>
<td>Select readings from <em>Systemic Change Management: The Five Capabilities for Improving Enterprise</em> and other works</td>
<td><strong>Morning Session</strong>&lt;br&gt;Begin 8:00 AM</td>
<td>Welcome, Introductions and Program Overview</td>
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<td>ORGANIZATIONS</td>
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<td>Afternoon Session&lt;br&gt;Ends 5:00 PM</td>
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To bring this program in-house as a Custom Program

Call: Dan McCarthy<br>Director<br>Executive Education<br>603-862-3311
Dr. Roth is a Visiting Associate Professor of Management at the Peter T. Paul College of Business & Economics at UNH. He was formerly responsible for the Enterprise Change Research Program in MIT’s joint Sloan Management and Engineering School’s Lean Advancement Initiative. He is a faculty member of the Academy for Systemic Change, academyforchange.org.

Dr. Roth focuses on leadership, culture, learning, and change to develop and test theories and practices that advance managerial effectiveness in commercial and government organizations.

He recently published **Systemic Change Management: The Five Capabilities for Improving Enterprise**

Previously Dr. Roth had been Executive Director of the Ford-MIT Alliance – an alliance emphasizing learning and knowledge creation activities in engineering research, education and environmental policy, and Research Director for the MIT Center for Organizational Learning – a consortium of companies developing and applying systems thinking methods and organizational learning skills to improve corporations and their people.

Dr. Roth collaborated with Peter M. Senge on *The Dance of Change: The challenges to sustaining momentum in a learning organization* (shown below). The *Journal of Business Strategy* named Senge one of the 24 people who has had the greatest influence on business strategy over the last 100 years.

Right from the start, the service call was unusual. In a business-to-business manufacturing company like Otis Elevator—or its corporate parent, the United Technologies Corporation (UTC)—field engineers are supposed to be heroes. They swoop in when there’s a technical problem too complex for anyone else to solve. But when two of Otis’s best field engineers were dispatched from their U.S. headquarters near Hartford, Conn., to Osaka, Japan, to fix a pair of malfunctioning elevators at Matsushita Electric, they weren’t brought to the problem site. Instead, they were ushered into a conference room where their customers, Matsushita’s corporate leadership, sat stone-faced around a table...

Read more here: http://www.strategy-business.com/article/00209?pg=all


*Figure 9.3 Reinforcing Growth Processes in Organizational Learning*™

**Books by George Roth, Ph.D.**
Program Location, Logistics, and Fees

Location:

Leading Systemic Change is held at Paul College located on the University of New Hampshire’s Durham campus. State-of-the-art classrooms are equipped with executive level technology to create a positive learning environment.

Accommodations:

The program fee does not include accommodations. If you plan to stay overnight, consider Three Chimney Inn and the Holiday Inn Express, both located in Durham, and The Sheraton Harborside, in Portsmouth.

Tuition and Fees:

$1,399 /per person. Early bird discount: $1,260

10% discount to USNH alumni (University of New Hampshire, Plymouth State University, Keene State College and Granite State College graduates)

Fees are inclusive of: All pre-work and program materials and meals during the program (continental breakfasts, lunches, and morning and afternoon breaks).

Registration and Cancelation Policies:

No penalty and full refunds for cancellations up to 30 days.

For detailed information, please visit: http://execed.unh.edu.

Questions?

Let us help you get the most out of your educational experience:

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