



2.5 days Interactive Workshop

Change Management through Systems-Design Thinking

Conducted by

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What is the problem statement that the workshop solves?

- How can we improve the likelihood of success for a critical change management initiative we have just started or are about to kick off?
- Can we train our managers on a systematic change management methodology they can apply in future change management initiatives?

What is the walkaway solution?

- A plan to successfully implement your current/upcoming change management initiative.
- A methodology for change management.
- Gain a holistic understanding of system dynamics, empowering you to perceive the entirety of your organizational system and the intricate interplay between its elements.
- By delving into the complexities of your system with a human-centered perspective, you'll be able to predict the impact of changes more accurately and minimize negative consequences.

Intended Audience

- Mid-to-Senior level executives
- Change and transformation leads
- Project managers / Operational managers
- Strategic planners and Innovation managers

Pedagogy

A consultative approach would be used during the workshop to engage participants in collaborative dialogue, harness diverse perspectives, and develop innovative solutions to complex problems.

● Concepts/ Theory:

Learn about complex adaptive systems, systems dynamics, design thinking, and the relationship between systems and design thinking – using change management projects as the context.

- Analyse a recent organizational change management initiative using the systems-design thinking lens for insights into why it may have failed or succeeded.
- Look at an in-process or upcoming change management initiative and use a systems-design thinking approach to create a change management plan for that initiative.

● Reflection and Integration:

Develop an understanding of the systems-design thinking approach to problem-solving/change management appropriate for the organization.

Programme Coverage

This 2.5-day hands-on workshop will equip you with Systems Thinking and Design Thinking skills to manage and implement change within your organizations. You will be able to -

- Visualize the system at play.
- Identify the right intervention points within the system/organization.
- Surface valuable insights from stakeholders/users.
- Select the most impactful solutions to test and implement.

Actionable systems and design thinking frameworks will empower you to scale small shifts into significant transformations. With an understanding of interdependencies within the system and user insights, you will be able to identify strategic leverage points for impactful change.

Faculty Details



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