

The LeaderSHIFT® Practicum*

The Practicum is Based upon a Solid Foundation of Fundamental Principles:

- People's thinking is the crucial contributor to their success or mediocrity;
- Effective communication, up and down the levels of an organization, is a powerful agent for change, creativity, quality and profitability;
- Changes in thinking and in communication create changes in behaviour and action, leading to different and better results;
- Sustainable growth and profitability come from building leadership capacity, at all levels;
- Engagement comes from connecting people's hearts and minds.

The Practicum is a Sustained Process for Creating Sustainable Change

Change takes time. There is no such thing as a quick fix for creating and managing change. The Practicum is an on-going, highly-interactive process that runs over a period of several months.

The Focus of the Practicum is the Application of New Learning

Participants address their own real issues, not case studies. They are supported and coached throughout the process to make the changes they require to get the results they want.

The Practicum is Customized to Suit the Needs of the Organization

This is not a cookie-cutter, one-size-fits-all approach. Participants are actively engaged in the on-going creation of the program, so that their needs are fully met.

The Practicum has Vertical Impact

The Practicum works best when participants represent various levels within the organization (within a department or directorate, for example), rather than just peers at the same level. This fosters the cross-level communication that is so vital to sustainable change.

The Return on Investment is Excellent

We all know that new learning, unless it is implemented immediately, is often wasted because people return to their overloaded desks and get sidetracked from their intentions to change. Throughout the Practicum, monthly facilitated learning sessions are reinforced by small, common-interest group interactions and individual coaching, focused on implementation.

* The LeaderSHIFT® Practicum is an integrated design for 'planned organizational change' based on Janice's studies with Kathie Dannemiller, W. Edwards Deming (TQM), Jean Houston, Ron Lippitt (co-founder NTL), Thich Nhat Hahn, and others.