



La MANCHE: Leading and Managing Change in Higher Education

TEMPUS IV PROGRAMME

**3rd Project Meeting
24th October**

Team building in change management: communicating change and developing change management culture in the organisation Nedka Dimitrova

1. Change Game: Change Your Seat (By J.DeLayne Stroud)

Duration: 5 to 15 minutes (depending on debrief)

Number of participants: unlimited

Materials required: none

Description/Process: This is a quick and easy game. Participants are asked to change where they are sitting so they can experience the emotions and feelings often associated with change. After the class gets situated and comfortable, the facilitator should ask participants to change seats.

Discussion Questions

- How did it feel to be asked to change seats?
- Did you view changing seats as an opportunity to sit with someone new or as an uncomfortable or undesirable change?
- What are some things that make people resistant to change?
- What can you do to make it easier for people in your organization to accept changes?

If participants move back to their old seating arrangements after the exercise is over, ask the following questions:

- Why is it difficult to maintain changes once they are made?

Facilitator Notes

Encourage participants to consider and share their own personal emotions related to making changes. This is what makes the exercise powerful. Another twist to this game might be asking participants to change seats frequently, which also can help them enhance their personal ability to deal with change.

Source: <http://www.isixsigma.com/training/training-materials-aids/change-game-engaging-exercises-teach-change/>

2. Thinking styles of working and learning - explained through Herrmann Brain Dominance Instrument® (HBDI®)

Source: <http://www.hbdi.com/SolutionsFor/organizations.php> - General information

<http://www.hbdi.com/Resources/Articles/index.php> - Topic related articles

<http://www.hbdi.com/Resources/CaseStudies/> - Case studies

1 Choose 8 elements that you most prefer.

<div style="border: 1px solid black; width: 80px; height: 80px; margin: 5px; display: flex; align-items: center; justify-content: center; font-size: 2em; font-weight: bold;">A</div>	<p> Scientific Mathematical Statistical Inve Problem Finding Analyzing Logical Logical Problem Solving Diagnosing Expressing ideas clearly Tran Con </p>	<p> Giving ideas Experimenting Imaginative nting Combining Visual thinking Integrating Strategizing Innovating Designing Feeling Intuitive Problem Solving Learns through physical experience slating structing </p>	<div style="border: 1px solid black; width: 80px; height: 80px; margin: 5px; display: flex; align-items: center; justify-content: center; font-size: 2em; font-weight: bold;">D</div>
<div style="border: 1px solid black; width: 80px; height: 80px; margin: 5px;"></div> <div style="border: 1px solid black; width: 80px; height: 80px; margin: 5px; display: flex; align-items: center; justify-content: center; font-size: 2em; font-weight: bold;">B</div>	<p> Physical Planning Operational planning Implementing Repetitive Timing Ordering Organizing Detailed </p>	<p> Expressing Material Interpersonal Musical Feeling Care giving Sensing people Social Helping </p>	<div style="border: 1px solid black; width: 80px; height: 80px; margin: 5px;"></div> <div style="border: 1px solid black; width: 80px; height: 80px; margin: 5px; display: flex; align-items: center; justify-content: center; font-size: 2em; font-weight: bold;">C</div>

2 Choose 8 elements that are most important to your career in long term.

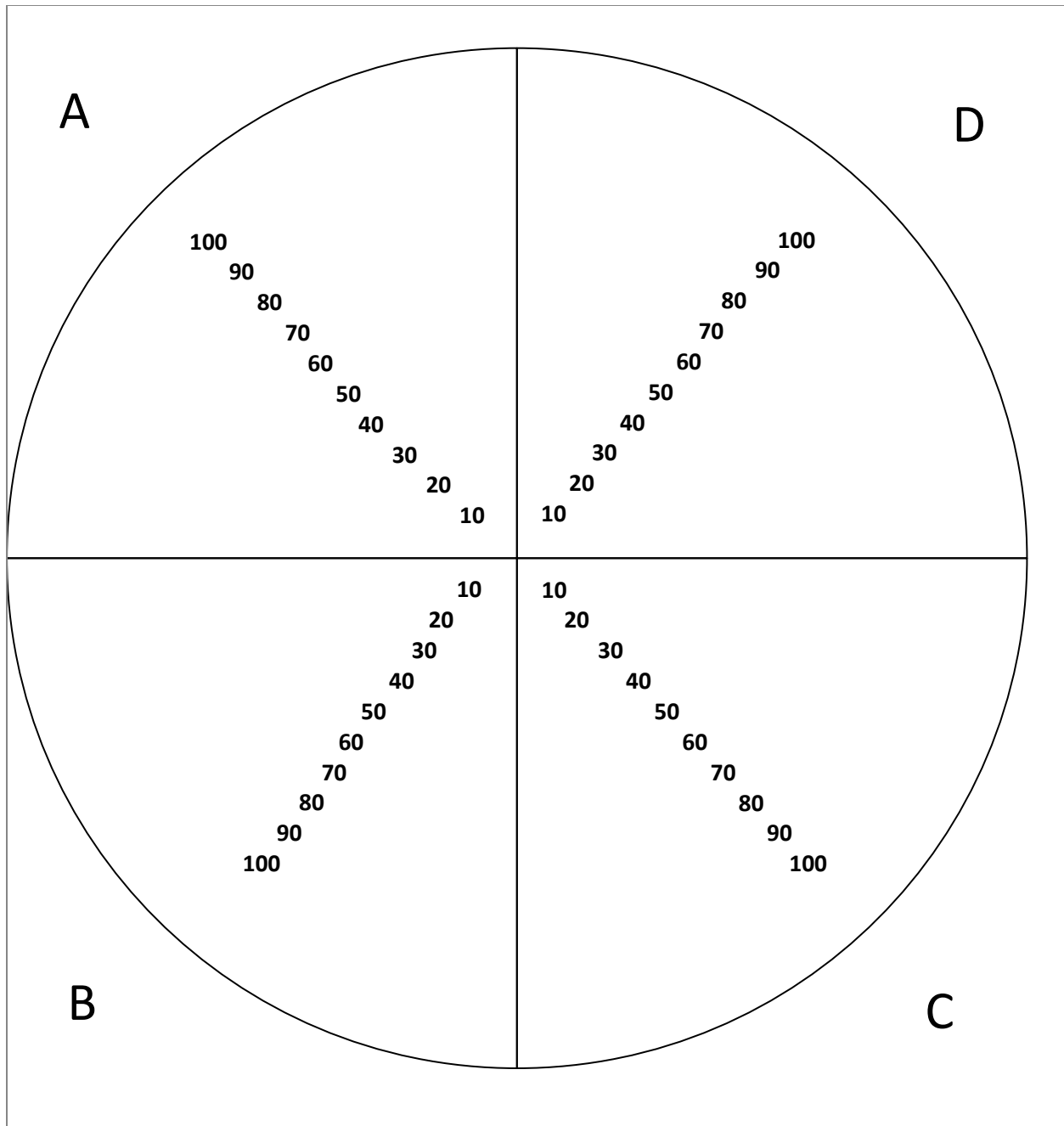
<div style="border: 1px solid black; width: 60px; height: 60px; margin: 10px auto; text-align: center; line-height: 60px; font-size: 24px;">A</div>	<p>Th Research</p> <p>Abs Intel Archi Const</p> <p>Document Computing Scientific Technical Analytical Financial Diagnosing Challenging Critical Managing</p>	<p>eoretical hing Inventive tract lectual tectural ructing ing Communicating Entertaining Designing Psychological Observing Selling Having variety Artistic Risky Imaginative Visual</p>	<div style="border: 1px solid black; width: 60px; height: 60px; margin: 10px auto; text-align: center; line-height: 60px; font-size: 24px;">D</div>
<div style="border: 1px solid black; width: 60px; height: 60px; margin: 10px auto; text-align: center; line-height: 60px; font-size: 24px;">B</div>	<p>Con Mechanical Fixing Legal Agricultural Administrative Categorizing Physical Detailed Secretarial Repetitive Military Controlling Disciplined Supervisory Selecting workers</p>	<p>crete</p> <p>Teaching Musical Coordinating Giving advice Relating to others Comforting Spiritual Taking care of people Helping Supporting Healing Kinesthetic – learning through physical activities Right-handed</p>	<div style="border: 1px solid black; width: 60px; height: 60px; margin: 10px auto; text-align: center; line-height: 60px; font-size: 24px;">C</div>

3 Choose 8 elements that represent your ideal job.

<div style="border: 1px solid black; width: 80px; height: 150px; margin: 5px; display: flex; align-items: center; justify-content: center; font-size: 40px; font-weight: bold;">A</div>	<p style="text-align: center;"> Theorizing Rational thinking Researching Investigating Analyzing Financing Logical Problem Solving Diagnosing Accounting Computing Managing </p>	<p style="text-align: center;"> Visualizing Experimenting Imagining Conceptualizing Ambitious Strategizing Innovating Designing Systematizing Intuiting Problem Solving Interesting Selling Leading Communicating </p>	<div style="border: 1px solid black; width: 80px; height: 150px; margin: 5px; display: flex; align-items: center; justify-content: center; font-size: 40px; font-weight: bold;">D</div>
<div style="border: 1px solid black; width: 80px; height: 150px; margin: 5px; display: flex; flex-direction: column; justify-content: space-between; align-items: center;"> <div style="width: 60px; height: 30px; background-color: #e0e0e0;"></div> <div style="width: 60px; height: 30px; background-color: #e0e0e0; font-size: 24px; font-weight: bold; display: flex; align-items: center; justify-content: center;">B</div> </div>	<p style="text-align: center;"> Organizing Forming Selecting Writing documents Recording information Setting up procedures Administrating Controlling Operational planning Formulating policies Supervising </p>	<p style="text-align: center;"> Helping ing workers Teaching Giving advice Listening Writing Sensing problems Understanding Supporting Taking care of others Expressing ideas Coordinating </p>	<div style="border: 1px solid black; width: 80px; height: 150px; margin: 5px; display: flex; flex-direction: column; justify-content: space-between; align-items: center;"> <div style="width: 60px; height: 30px; background-color: #e0e0e0;"></div> <div style="width: 60px; height: 30px; background-color: #e0e0e0; font-size: 24px; font-weight: bold; display: flex; align-items: center; justify-content: center;">C</div> </div>

4 Count the number of the words you have chosen from each section and calculate your total score.

<p>A</p> <p>Map 1 <input type="checkbox"/></p> <p>Map 2 <input type="checkbox"/></p> <p>Map 3 <input type="checkbox"/></p> <p>TOTAL <input type="checkbox"/></p>	<p>D</p> <p>Map 1 <input type="checkbox"/></p> <p>Map 2 <input type="checkbox"/></p> <p>Map 3 <input type="checkbox"/></p> <p>TOTAL <input type="checkbox"/></p>
<p>B</p> <p>Map 1 <input type="checkbox"/></p> <p>Map 2 <input type="checkbox"/></p> <p>Map 3 <input type="checkbox"/></p> <p>TOTAL <input type="checkbox"/></p>	<p>C</p> <p>Map 1 <input type="checkbox"/></p> <p>Map 2 <input type="checkbox"/></p> <p>Map 3 <input type="checkbox"/></p> <p>TOTAL <input type="checkbox"/></p>



What is your dominant colour?

A BLUE

- Needs facts
- Logical problem solving
- Thinking about financial aspects
- Realistic
- Unemotional
- Efficient
- Precise with numbers and information
- Struggles with unclear ideas and lack of logic

D YELLOW

- Creative, imaginative, entrepreneurial
- Needs to see the “big” picture
- Innovative mind
- Risk-taking, adventurous
- Searching for new possibilities
- Needs variety and change – many tasks at a time
- Struggles with deadlines and administration
- Uses intuition to make decisions

B GREEN

- Well organized and reliable
- Attention to details
- Planning and implementing plans
- Disciplined and orderly
- Can do one task at a time
- Needs examples and clear instruction
- Consistent
- Struggles with unclear directions and taking risk

C RED

- Good communicator
- Feeling-based decisions
- Team-player
- Care about people and relationships
- Learns through practice
- Collaborating, coaching
- Intuitive, understanding
- Struggles with too much information