

NEW



# Working together to deliver transformational change

**This innovative programme combines group-based networking and learning with tailored consultancy support and cutting edge input from senior leaders in the field. Delegates embark on a developmental journey using positive psychology principles to enable and support them to deliver transformational change for organisations.**

The project is exclusively for chief executives and senior leaders who will have the opportunity to collaborate and examine positive thinking and wellbeing - with the support of an organisational psychologist and specialist speakers from the sector. Our approach uses action learning principles and appreciative enquiry to transform the way in which organisations deliver an engaging, solution-focused approach to organisational and cultural change.

## Aims

- To understand innovative ways of improving organisation and individual performance
- To use solution-focused approaches to build on the positive aspects of working practices
- To improve business performance
- To focus on customer service and employee wellbeing
- To reinforce positive leadership

## What are the benefits of joining this programme?

- Collaborate and network with chief executives and senior leaders from the sector
- Gain expert insight and advice from a team of organisational development experts and psychologists
- Take away practical tools to use 'on the ground' immediately
- Further your knowledge to build and support a positive, healthy and productive business
- Access to a variety of resources including workshop notes, handouts and other materials
- Benefit from joint troubleshooting sessions and conference calls throughout the project
- Access to an online tool where participants can discuss and share examples, good practice information and access guidance documents
- Choose optional organisational and team development interventions

## Is there a charge for being involved?

Each participating organisation will be asked to invest £9,750 plus VAT, inclusive of expenses, to be part of the project (this may be paid in two instalments).

## How does my organisation join?

The project will start in November but registration will close in September.

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# The programme

There are two parts to the programme - collaborative learning workshops and organisational development projects.

We bring together a small group of housing professionals operating in similar fields, with the support and facilitation of highly experienced experts in housing management, culture change and business psychology.

## Workshop 1: Journey to excellence

3 November

In this module, delegates will be introduced to other members on the programme. The introduction will include an outline of a positive change methodology and steps to identify priority areas for action.

## Workshop 2: Excellent people: Wellbeing at work

15 December

This will help delegates to understand wellbeing and how it is linked to work performance – by outlining the usual and less apparent sources of pressure/stress at work. The workshop will introduce various psychological interventions to improve wellbeing and use case studies to help develop plans to improve wellbeing at work.

## Workshop 3: Excellent culture – Building strength-based culture

12 January

This workshop will enable delegates to understand the strength-based approach and how to create a positive, productive workplace through positive psychology.

## Workshop 4: Excellent leaders: Successful contemporary leadership

9 February

Delegates will be challenged to think about their own leadership style, how this impacts performance and how to improve leadership. Using positive psychology tools and techniques, alongside established good leadership practice, the workshop will help delegates to create flexible and adaptable leadership in their workplaces.

## Workshop 5: Excellent future: Making it happen

15 March

This final session includes a review, plan and celebration of the progress made throughout the programme. This session invites delegates to consolidate their plans for change by applying the techniques and tools from the programme. It will also set in place future goals and milestones to ensure that delegates can make a transformational change in their organisations.

Participating organisations will also be able to choose from a menu of innovative organisational and personal development projects to build on the learning from the collaborative workshops.

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