Leading change:
Moving from opinion gathering to genuine participation

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Kulu Adventures in Management
Australia

‘They should ask us!’ ‘Why don’t they listen to us??’

Many employees complain that they are not consulted before, during or after the implementation of a major change. As leaders we all know that it is critical to involve staff in the design and implementation of change, but we also know that this is not as easy as it sounds. So how do you get people involved - and what do you do if you don’t agree with what your staff say?

In this workshop, we will explore the practicalities of turning the theory of broad participation into the reality of effective innovation. Participants will have an opportunity to ‘test drive’ several thinking techniques and identify how they can be used to build on the collective knowledge and experience of a group, encourage innovative thinking and a genuine exploration of potential options. They will experience the difference between ‘opinion gathering’ and genuine involvement in a thinking process, and have an opportunity to share insights from their own experience in leading change, playing an active role in change or in having change done to them.

Format and timeframe
As per Topic 1. 45 minutes minimum to 1½ hours. The more time we have the more opportunity there is to explore in a little depth – and this increases the potential for participants to take away and apply the practical techniques themselves.

Bio data
Kate Perkins. Master of Business Administration, University of Adelaide 1996; Graduate Diploma in Literacy and Learning SACAЕ, Adelaide.1982; Graduate Diploma in Education, University of Adelaide 1975, Bachelor of Arts, University of Adelaide, 1974.

For the last 15 years Kate has focused on the role of leadership in the facilitation of effective change, conducting research and working with leaders and staff within diverse organizations and across many industries in Australia, New Zealand and the USA. Her clients range from health services to shipping companies, meat and dairy processors to scientific researchers, local councils to Federal government departments.

Kate has spent many years developing her understanding of facilitation methods that genuinely involve participants in the thinking, planning and implementation of change, and that challenge them to think laterally as an integral part of the process. She has developed a unique approach to building effective thinking teams.

In 2006, with partner Terry Prime, she conducted a broad consultation process to identify the future business and ICT infrastructure needs of a major vocational institution. She also provides on-going thinking skills training for a 50 member staff Learning Resource Team that will build the internal expertise of a large regional health service in South Australia. She has co-authored two publications for the Western Australian Department of Education and Training - ‘The Future Now,’ a study of the future needs of vocational professionals
and ‘Towards a Learning Culture’, a review of the Department’s strategy to facilitate transformational change through an investment in professional development. Kate is also involved in the redevelopment of the National Reporting System on Language, Literacy and Numeracy for the Australian Government.

Kate has been an invited key note speaker at a number of national conferences in Australia and a regular presenter at the International Thinking Conferences since Townsville in 1992. She also presented at the Second International Conference on Creative Thinking in Malta in 1996.