

MANAGEMENT GYM



A regular *work out session* for managers to develop themselves in parallel with radical organisational change

Transformational organisational change requires managers to radically change their capabilities. The Management Gym concept links them together in a systematic and time effective way. It gives the core management group (anything from 15 – 60 managers) a regular opportunity to:

- influence and reshape the **overall organisational change** as it moves forward and inevitably needs modification and problem solving e.g. resistance to change, stubborn silo working
- develop **individual capabilities** appropriate to the changes and his/her particular situation e.g. work in a matrix structure, project management of corporate change, managing complexity and uncertainty, and working with politicians, stakeholders and the community.

The **Gym's overall benefit** is that **radical change evolves effectively** and is embedded in the organisation and **individual managers adapt their capabilities** appropriately in parallel.

The Gym series often starts (as with fitness training) with an overall assessment of where the organisation wants to get to – the change outcomes – and an individual assessment against the capabilities required of managers either self-assessed or 360. Both act as a benchmark at the Gym Programme's start and can be used to assess progress, identify changes and enable assessment of effectiveness as it goes along.

Management Gym Model

Up to a four parts with regular monthly/six weekly workshops over half/one day

Health check

A brief informal session for managers to share their views on the evolving health of the organisation as it changes, identify problems and either rapidly tackle these or allocate later slots of time for more thorough treatment

Building muscle

A development session providing models, tools and approaches for individual managers to learn and apply in practice. Topics are usually drawn from the priorities arising from the aggregate needs of the individual self assessments.

Building the team

Change generates new demands on the organisation - whether strategic, systemic or cultural. This slot gives the whole team time to tackle the challenges and problems as they arise e.g. silo working, handling complexity, changing attitudes and behaviour, and agree practical action

Tackling injuries

Time in action learning groups to tackle current challenges specific to any individual in the group