Leading strategic change is an essential capability for transformation.

This highly interactive workshop provides an opportunity to connect with colleagues pan-university while strengthening strategic change leadership skills and working a "live" strategic change project to generate possible action steps for moving our DEDI strategy forward.

Anchored in our Leading Strategic Change Roadmap (see Roadmap topics next page), we will explore a systemic approach for assessing the landscape, visioning, designing solutions, building community support, action planning, and evolving.

Open to:
- Associate Deans
- Chairs and Directors
- Provostial Fellows
- Undergraduate Program Directors
- Graduate Program Directors
- Aspiring Academic Leaders

Key Learning Objectives

**GROW**
STRENGTHEN KNOWLEDGE AND SKILLS TO ENHANCE OUR LEADERSHIP CAPABILITIES

**LEAD**
IGNITE AND SUPPORT UAP ALIGNED DEDI TRANSFORMATION

**CONNECT**
BUILD AND EXPAND OUR PEER SUPPORT NETWORK

**REFLECT**
STEP AWAY FROM OUR DAY-TO-DAY TO RETHINK AND ENERGIZE
Leading Strategic Change Roadmap Topics

**Diagnostics: Assessing the Landscape**
- Getting Started
- External Diagnostics
- Internal Diagnostics

**Designing Solutions**
- Divergent Brainstorming
- Convergent Filtering
- Running Water Through the Pipes
- Measuring Success

**Action Planning and Evolving**
- Punctuating with Phases, Milestones and Quick Wins
- Sharing Ownership and Accountability
- Creating Engagement and Mobilizing Resources
- Contingency Planning and Ongoing Learning

**Visioning**
- Backcasting and Aligning Vision
- Building the Business Case
- Connecting With Story

**Building Community Support**
- Nurturing Psychological Safety
- Identifying Key Influencers
- Determining Receptivity
- Mobilizing Sponsors and Promoters
- Working With Skeptics

"Thank you so much for these wonderful sessions. Always happy to attend. I learn so much."
- Past Academic Leadership Program Participant

"Valuable conceptualization tools and concrete steps and actions on how to use the tools."
- Past "Leading Strategic Change" Participant

**Meet the York Change Leadership Team**

**ELLEN AUSTER**
Executive Director
Professor
Strategic Management
Schulich School of Business

**RALUCA LACATUS**
Senior Consultant and Manager
Strategy, Change, Transformation

**KAYLIN DYAL**
Associate
Strategic Change Leadership

"Great interactive opportunity to share common challenges and jointly solution."
- Past "Leading Strategic Change" Participant