

# Immunity To Change

Behaviour change is hard - we need to take individual and collective learning at work to the next level if we are to meet twenty first century change challenges. If we do not, we can learn and reflect as much as we want, but the changes we hope for, or that others need from us, will not happen because all the learning & reflecting will occur within our existing mind sets"

Immunity to Change can be the key to unlock the individual leaders and team members and the adaptive changes required to achieve organisational objectives.

By working through a carefully crafted process a person can build their own 'immunity map' and reveal for themselves the contradictions we hold at a subconscious level. What assumptions we hold, and then go about testing and designing experiments to either validate or prove the inaccuracies in those assumptions.

## Organisations & Teams

Whole team can work through Immunity mapping processes together, however will be working on their own and very unique improvement goals.

Ideal to introduce Immunity to Change in following circumstances

- Strategic planning implementation planning stages
- Cultural change efforts
- Adaptive change efforts
- Restructures and direction alignments
- Organisations that need to transform how they do things in order to survive and thrive into the future

## Individuals

Enables individuals to surface their improvement goals and what 'hidden commitments' and assumptions that hold us back from progressing our improvement goals.

- Highly relevant in 1:1 coaching situations.
- Talent development programs
- Those focused on developing their leadership skills
- Self improvement
- Adapting to organisational changes

*A powerful and energising process, just as appropriate for individuals striving for self improvement or within organisations and teams. Immunity to Change can be the key to unlock the individual leaders and team members and the adaptive changes required to achieve organisational objectives.*