

## ESE Culture and Behaviour Change

**Partnering and supply chain management requires new skills of leadership, teamwork and honesty. This course introduces the new behaviours and gives delegates the skills to evaluate and develop people with the skills for collaboration.**

Changing behaviour - and ensuring that we continue to do things in new ways - is tough, but - once a team understands and starts to witness the benefits of doing things together - change gains its own momentum. The day builds on a series of teamworking and leadership exercises, group discussions and expert presentations designed to develop the attitudes and behaviours required for collaboration.

The exercises will help delegates to understand how to:

- build effective teams for design and construction
- develop trust within a partnership to ensure that all members work towards the same goal
- evaluate and develop behaviours and attitudes essential for collaboration
- increase the effectiveness of communication
- manage conflicts without jeopardising relationships
- develop effective leadership
- motivate teams through goal setting and measurement
- plan and manage organization or project change to partnering

The exercises and presentations will be supplemented by videos and case studies of how to do it from those who have done it. The **ESE Culture and Behaviour Change** course provides you with the skills to confidently develop the behaviours for successful collaboration.

### Objectives

The course has been designed to help delegates to understand and be able to develop the behaviours and attitudes needed for partnering including teamwork, leadership, collaborative behaviours and communication, and to develop and manage a change programme for their organization or project.

### Outline Programme

- Principles of behaviour change
- Developing construction team behaviours
- Tools and techniques for success
- Exercise to demonstrate the benefits of 'win-win'
- Measurement
- Developing an action plan for change

## Course Leader David Curtis

David created a consultancy in 1994 and became a director of John Carlisle Partnerships from 1997 until 2007, when he founded a new consultancy trading under the name of Allium Consulting Ltd, specialising in Change Management, Collaborative Working and Co-operation. He has an impressive Client list of blue chip companies and has worked in mainland Europe, Hong Kong and China on numerous successful projects but, more recently, his commercial activities have been in the UK.

In the voluntary sector, David helps to organise the Business and Industry Conferences and Tools for Change Conferences in Caux, Switzerland. He was also a founder member of Students

for Sheffield which has now evolved into Learn to Lead, and is based in Sheffield doing significant work with students in the city. He has also been working with Foundations 4 Freedom for the last 10 years focusing in Ukraine. He is now involved with Mosart International which is a Youth/Art project based in Chernigiv, Ukraine, which he intends to help replicate across Eastern Europe and beyond. David is also in the process of creating Allium International, which will be a network of consultants who will share ideas and opportunities under the Allium umbrella organisation, in order to learn and develop with other Allium members using the standards and values recognised by Initiatives of Change.