

## Navigating through change with everyone involved: The Four Rooms of Change®

### Successfully mastering change

There are many reasons why change projects in organizations do not succeed. A practical and easy to access concept of change management is missing, the communication of goals and the purpose of the project is not understood; buy-in is missing, fear of the consequences and the power of ambiguity is underestimated or ignored by everyone including the management.



According to CONTUR's understanding that the best practices of change management start with conscious, realistic choices to initiate and to manage change processes – at all level in the organization recognizing the operational and the psychological levels!

### Change is often preceded by skepticism

Therefore, effective handling of uncertainty and complexity is a core success factor. Managers and employees must be engaged in driving the change process. **Not only cognitively, but also emotionally.** This approach is the only way to construct sustainable change mastery in the organization or business.

## Change concept: The Four Rooms of Change®

The Four Rooms of Change is a **practical theory** developed by Swedish psychologist researcher and author **Claes Janssen**.

The method or technique is used to support change, innovation and development of **individuals, teams, and organizations** and has been used successfully **worldwide for over 20 years**.

For individuals, teams or entire organizations different analytical instruments, tools and methods are available. The Four Rooms of Change® **enables** managers and employees **to work on the emotions** that often affect the effects of the change process in an efficient and easily accessible way.

Using the Four Rooms of Change® enables everyone to engage in the conversation about the present and the future and decision-making in a respectful way where everyone's voice taken into account.

Experience the positive energy and navigate yourself and others more competently through change - with the original approach from Sweden!

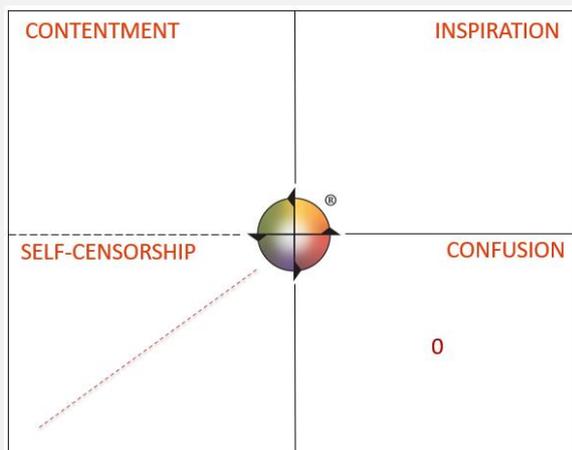


Four Rooms of Change®

## Our consulting offers

Would you like to support change processes in your organization? Are you looking for a theory, model or tools that you can believe in, and that will help you shape a change process that will succeed?

**Our certified Four Rooms of Change® consultants** work with change every day everywhere and are available to work with you to master change in your organization be it operational, conflict or crises.



### Four Rooms of Change®: Introduction (1/2 day)

Want to support your employees and make change more concrete and effective? During this introductory workshop, you will work together to construct the Four Rooms of Change®. You will learn about what happens in each room and why that knowledge is essential, you will learn about the transition between the rooms why it is necessary

and the change cycle. The common language makes it possible to address difficult issues, emotional states and to work on skepticism. No theoretical inputs are required beforehand. The workshop starts with you experiencing the concept and receiving a navigation tool for reinforcing your learning. It just works!

#### Content

- Knowledge and more in-depth understanding of change processes for individuals or organizations
- A common language developed by creating the Theory
- Strengthening of personal responsibility and accountability and action

### Four Rooms of Change®: Changes in Teams or Organizations (1-2-days)

More responsibility and accountability amongst team members and individuals, does it sound almost too good to be true. Would you like to have a process that engages everyone during change processes and enable all to work on their skepticism, and fear? Do you want to create more transparency and concentrate more on specific fields of action?

**A certified Four Rooms of Change® consultant partners with you to create such an environment for you and your team work with the data that makes change possible using the Organizational Barometer®.**

**Content:**

- Introduction to the Four Rooms of Change® (½-day)
- Work with the Organizational Barometer® (an analytical instrument)
- Shared ownership and shared use of the data by employees and managers
- Everyone is involved, and all perspectives considered.
- The Organizational Barometer® is an excellent alternative or compliment to anonymous employee engagement surveys.

**Content:**

- Introduction to the Four Rooms of Change® (½-day)
  - Using the analytical instrument to understand the two perspectives on situations
  - Get to know your preference and the preference of others when working with or in a specific situation.
  - Development of solutions and actions
- Can be used in individual coaching for self-awareness and personal development

### **Four Rooms of Change®: Changes in problematic situations (1-2-days for Teams)**

Individuals, teams, and organizations often face critical, difficult or stressful situations, not in the least conflict and crises. Would you like to learn how to support yourself and your employees to recognize where they might be in the current situation and what they might do to change the event toward a more productive outcome effectively? Are you looking for ways to successfully master the sometimes thorny issues that "crop up" during change processes?

**A certified Four Rooms of Change® consultant will partner with you during the change process using the analytical instrument the Personal Dialectics with Outsider Scale.**

Your contact partner for consulting offers

**CONTUR GmbH Consulting | Training**

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### **Our Training program:**

Would you like to get to know the functional change navigation theory "Four Rooms of Change® in a 2-day workshop or perhaps get certified as a consultant? The following offers are part of our open programs!



Four Rooms of Change®

### Navigating through Changes: The Four Rooms of Change® (1.5 days with Live Online Follow-Up)

**NEU!****ENGL**

Come and get to know the Four Rooms of Change® which is easy to apply in all types of change situations.

In this workshop, you will create the Four Rooms of Change® out of your own experience with other workshop participants. From this point of reference, all participants will gain a new vocabulary and understanding of the change cycle and how to communicate the change process with others. This knowledge will open up for your opportunities to see new ways of understanding and using your anxiety to master change in all of your life situations.

**Dates:** 13.-14.06.2019 in Engl. (Hanover)  
10.-11.12.2019 in Engl. (Frankfurt)  
each with 1.5 hrs Live Online Follow-Up

**Fee:** 1.290,00 EUR  
**Order No.:** 400032

[www.contur-online.de/en/training-developmentprograms/leadership/navigation-through-changes-four-rooms.php](http://www.contur-online.de/en/training-developmentprograms/leadership/navigation-through-changes-four-rooms.php)

### Four Rooms of Change® Certification Program (3 x 2 days)

**NEU!****ENGL**

In just three-modules spread over 8 to 12 months, you can become a certified consultant of the Four Rooms of Change®. For managers, executives, change agents or others whose role it is to implement or manage change processes, the Four Rooms of Change® provides you with easy-to-understand, implementable analytical instruments. Supervision during training enables you to improve cooperation of teams and organizations. It becomes

more evident that stress and uncertainty are part of change processes, and you know how you can deal with them efficiently. As part of the program, you will have the opportunity to participate in the User Forum Conference in Stockholm and share experience with certified consultant worldwide.

**Dates:** 06.-07.12.2018 Module 1 (Hanover)  
Module 2+3\*

11.-12.06.2019 Module 1 (Hannover)  
Module 2+3\*

\* Dates will be organized within the group

**Fee:** 4.000,00 EUR  
**Order No.:** 300020

[www.contur-online.de/en/training-developmentprograms/leadership/four-rooms-of-change-certification-program.php](http://www.contur-online.de/en/training-developmentprograms/leadership/four-rooms-of-change-certification-program.php)

#### Inclusive services for seminars

Documentation and meals incl. lunch are part of the workshops price. Dinner is part in workshops lasting several days (not on the evening before or on the day of departure). The cost for overnight stay/ breakfast is the responsibility of the participant, paid directly to the hotel. All prices are exclusive of VAT.

#### Your contact partner for seminars

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