

28-Days to Change Team Program

1 Strategic Positioning

Purpose

To achieve a team-based breakthrough on a critical issue within 28 days

Objectives

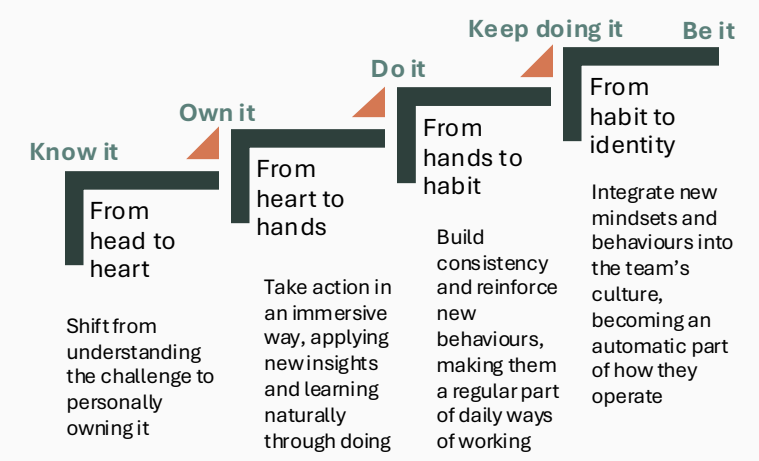
- Learn and apply a **pragmatic approach** for achieving rapid breakthroughs that can be **consistently reused**
- Transition from understanding challenges to **taking personal ownership** of them
- **Drive real change** through hands-on experience to resolve a specific issue
- **Embed** new mindsets and behaviours into daily routines to ensure they become automatic

How the program impacts wider organisational change

- **Ripple effect** of team transformation
- **Culture shifts** from the bottom / middle up
- Scalable success that can be **replicated**

2 Design principles and Approach

The methodology



How rapid change occurs

The key to unlocking rapid change is **immersion** – deep engagement and focus on acquiring capabilities through active participation and hands-on practice, rather than passive reading or listening.

Learning and change take place in authentic, everyday contexts and teams experience it in their **familiar surroundings**.

The emphasis is on **learning naturally and without pressure**, which reduces resistance and accelerates change.

3 What we Cover

Program overview



Week 1: (Mon) Kick-off session ; (Tue) Identify key challenge & breakthrough goal ; (Wed) Focused observations ; (Thu) Role specific insights ; (Fri) Team learning session

Week 2: (Mon) Week 2 kick-off session; (Tue) Targeted action ; (Wed) Learn by doing ; (Thu) Growth mindset; (Fri) Team learning session - focused feedback & adjustment

Week 3: (Mon) Week 3 kick-off session ; (Tue) Routine reinforcement ; (Wed) Supportive environment ; (Thu) Setbacks ; (Fri) Team learning session – ongoing reflection & adjustment

Week 4: (Mon) Week 4 kick-off session ; (Tue) Personal integration; (Wed) Team culture; (Thu) The learning environment ; (Fri) Team learning session – sustained focus

4 Essentials for Success

Program components

Engagement forums: 2 hours weekly for team sessions with compulsory attendance; a dedicated meeting room with projector and flipchart

Applied learning: Up to 30 minutes daily for practice and application by each individual

Technology: Zoom / Teams for virtual meetings; a shared drive for course materials; access to Mural

People: Leadership sponsorship with clear upfront framing and ongoing guidance

How teams bring it to life

- Commitment to the team
- Presence and contribution
- Open communication
- Willingness to experiment
- Collaboration
- Personal accountability