WeaveTech

TheCaseSolution.Com

Day 1: present & future
8:30 – 9:10 Arrival with coffees
9:00 – 9:05 Welcoming
9:05 – 9:15 Program of the day
9:15 – 10:00 Culture diagnosis
10:00 – 10:15 Break
10:15 – 10:30 Short presentation about which stakeholders are present at the intervention.
10:30 – 12:00 Brainstorming with the Delphi method
12:00 – 13:00 Lunch
13:00 – 13:15 Forming groups
13:15 – 13:30 Presentation of cultural diagnosis
13:30 – 14:30 Link cultural diagnosis to the goal of shifting to the private market
13:35 – 14:30 Think about a plan how we could implement the change
14:30 – 14:45 Break
14:45 – 15:30 Comment on other groups
15:30 – 17:00 Bring several groups together and let them form a proposal together.
17:00 – 18:00 Spat time
18:00 – 20:00 Dinner
20:00 – 22:00 Drinks

Day 2: Implementing change
8:00-9:30 Breakfast
10:00 – 10:15 Welcome
10:15 – 10:15 Program of the day
10:15 – 12:00 Summary of the stakeholders
12:00 – 13:00 Lunch
13:00 – 16:00 Presenting the change plans
16:00 – 17:00 Behavioural goals need
17:00 – 18:00 Space time
18:00 – 20:00 Dinner
20:00 – 02:00 After party

Day 3: Closing
10:00 – 11:00 Breakfast
11:00 – 11:15 Closing the larger group intervention

"Right process/right people, right people/right process"

"High tech, High quality"

"Survival before pride"

"A business that makes nothing but money, is a poor business" - Henry Ford

Alex van de Water
Anneloes van Eijk
Crystal Suares
Elco Reijntjens
Felicia Martens
Rachel van den Akker
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10:00 - 11:00 Breakfast
11:00 - 11:15 Closing the larger group conversation

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WeaveTech

TheCaseSolution.Com
WeaveTech

WeaveTech = Clothing company

Changing customer base: Focus on Public sector --> focus on Private sector

Goals for the near future:
- Profitability
- Productivity

How can this be achieved?

WeaveTech's Culture
Stakeholders

- CVX Partner
- Ron Gilford (CEO)
- Employees
- Client base
- Government
- PD practitioners
Resistance

Definition
- Technical resistance
- Political resistance
- Cultural resistance

How Wavetech handles resistance
- Tell a compelling story
- Learn how people change
- Involvement
- Communication
Large group interventions

- Change the vision
- Structure
- Strategy of the organization

--> by involving the different groups within an organization into a large face-to-face meeting

Implementation
Role of HR
Downsizing

- Lay-off 20% of the managers
- Negative impact lay-offs
- No lay-offs
- Performance appraisal
- Large group intervention
- Internal hiring
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