The M6 Educational Centre
Cordially invites you to a
Business Seminar on:

“Change Management Skills for technical professionals and employees in production”

Featuring

Simon Avramovski and Danco Uzunov
Change Management Experts

On

21 - 22, October, 2010
at
The M6 Educational Centre

It would be our great pleasure to have you attend this seminar. If you would like to find out more and register, please click here.

We hope you will be able to join us at this exciting event.

Sincerely,

Dimitar Osmanli
Executive Director
M6 Educational Centre Business Seminar on:

“Change Management Skills for technical professionals and employees in production”

Workshop Overview

The 2-day workshop will concentrate on contemporary approaches, practices and tools for organizational learning and managing change initiatives. It has two inter-locked goals: (a) to demonstrate how business organizations translate their overall business goals into sound action plans and (b) how to effectively approach and manage challenging change initiatives with one ultimate purpose: How to create a self-learning, innovative organization with capability to continuously improve its management processes and overall business performance.

Who Should Attend

• Middle and line managers within business organization with responsibility to contribute, to design and implementation of change management initiatives

• Companies are encouraged to send groups of 2-3 participants to work on their imminent change management challenges

How Will You Benefit?

• Learn contemporary approaches and practices with regard to change management purpose and processes in business organizations

• Learn and exercise how to effectively link (and measure) strategic business goals with concrete improvements in internal organizational capabilities

• Attain and practice tools for organizational learning and change management

• Adopt basic concepts and tools for effective project management
Change Management Skills for technical professionals and employees in production
21-22, October, 2010, 12:00 – 15:45hrs
M6 Educational Centre, 810 Street, 1000 Skopje

Day 1 (21, October, 2010)

12:00 – 12:15 Registration and Coffee

12:15 – 12:30 Introduction to the Workshop and Day 1 agenda

12:30 – 13:00 Module 1: Approaches to business strategy implementation
- Introduction to the workshop
- Interactive discussion: Why change and what needs to be changed?
- Translating strategy formulation into change management plan
- The need for communicating the strategy across organization

13:00 – 14:00 Module 2: Performance management system as strategy implementing tool
- The Balanced Scorecard as comprehensive PMS
- From Strategy Map to Action Plan
- Case study: Translating strategy into change management program
- Interactive discussion

14:00 – 14:15 Coffee Break

14:15 – 15:30 Module 3: Contemporary organizational learning & change approaches
- Systemic approaches to organizational learning and change management
  - The five disciplines of organizational learning and change
  - Theory U (overview)
- Interactive Exercise: Key challenges of change initiatives
- Overview of tools and techniques for organizational change
- The Beer game (case study and handout from homework) – optional

15:30 – 15:45 Wrap up of Day 1
Change Management Skills for technical professionals and employees in production
21-22, October, 2010, 12:00 – 15:45hrs
M6 Educational Centre, 810 Street, 1000 Skopje

Day 2 (22, October, 2010)

12:00 – 12:15 Registration and Coffee

12:15 – 13:15 Module 4: Project management skills for executing change initiatives
- Project management framework and tools:
  o Project management framework
  o Identifying and formulating a project/task
  o Decision making tools (case illustrations)
  o Implementation planning and budgeting tools
- Team building aspects and tools

13:15 – 15:30 Module 5 – Exercise: Project team building and implementation planning (group exercise and presentations) – including coffee break
  - Exercise 1: Project Team Building
  - Exercise 2: Project Implementation Planning
  - Group presentations and discussions

15:30-15:45 Workshop Summary
- Summary and final reflections on change management process
- Other building blocks of change management
- Further needed management skills and tools
Simon Avramovski: Change Management Expert

Leader of the Management Consulting & Corporate Finance practice – is a professional with more than 18 years of broad experience working as a management consultant, project development and preparation specialist, management trainer, and consulting engineer. He has an extensive experience working with private sector businesses, public sector agencies, local government, and NGO’s.

Mr. Avramovski’s professional expertise involves: corporate strategy formulation and planning, corporate finance, investment and business planning, project design, financial and economic evaluation, organizational development, and local & regional economic development. He has a wide cross-sectoral project experience in the following industries: manufacturing, agribusiness, services industries (construction, tourism, retail pharmaceutical chain, advertising, and real estate), municipal environmental infrastructure, and public sector services.

In the past decade, Mr. Avramovski has worked on a number of internationally funded development and technical assistance projects in Macedonia and the Southeast Europe region as a local and regional consultant, trainer and technical advisor. Currently he is a M.Sc. candidate at the University of Mechanical Engineering in Skopje, on the thesis Contemporary Approaches and Global Practices to Organizational Learning.

Danco Uzunov: Change Management Expert

Leader of the Infrastructure & Public Sector Development Services practice in PointPro Consulting is an experienced management consultant and engineer. He has 20 years of experience in engineering and environmental infrastructure project identification, development and management; providing consulting services, training and technical assistance in the development sector in the CEE/NIS region. His project experience includes project management, feasibility assessment, direct design, design specification and tender preparation, and supervision of construction of engineering and environmental infrastructure projects. Technical assistance program experience includes institutional capacity-building services, project monitoring and evaluation, grants administration and monitoring and training. Extensive experience working with public institutions, businesses, international donors and civil society NGOs.

Mr. Uzunov has worked on a number of internationally funded development and technical assistance projects in Macedonia and the CEE/NIS region as a local and regional consultant and technical advisor. Among other assignments he was responsible for development, monitoring and evaluation of environmental projects financed by $24 million collaborative grants program, which used grants to link CEE/NIS businesses and local governments with counterpart organizations in the US or other countries in the region.
PointPro Consulting is a leading management consulting firm from Macedonia with two distinct, yet interlocked practice areas: (a) Management Consulting & Corporate Finance, and (b) Infrastructure & Public Sector Development Services.

Company’s Mission is to deliver superior professional services and add value to its clients’ business through integrated, flexible approach and application of state-of-the art consulting process. Its Vision is to become recognized as a premier professional organization that delivers first-class consulting services in Macedonia and the Southeast Europe region. The Values are based on continuous investing in human capital, knowledge base, and positive corporate culture that fosters unique organizational learning environment. Key strength of PointPro Consulting is firm’s unique business model, i.e. the ability to effectively combine and apply services from above-mentioned two inter-locked practice areas.