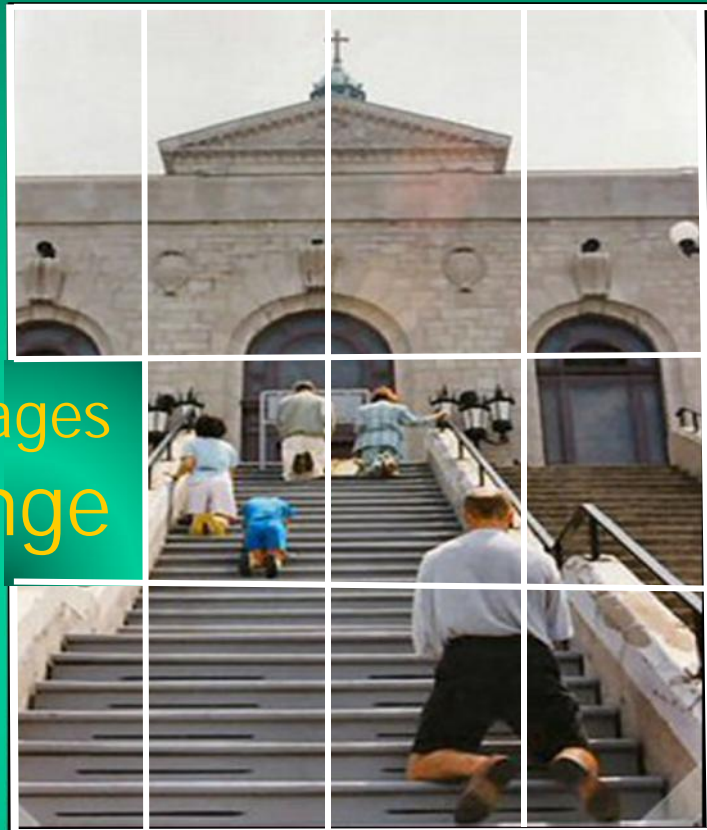


A ONE HOUR HUMOROUS TALK
FOR MANAGERS AND EMPLOYEES
WHO WANT TO LEARN MORE ABOUT ORGANIZATIONAL CHANGE

The eight stages of Change



WE WILL QUESTION OURSELVES ON ...

THE FORCE THAT ANIMATES CHANGE IN THE 21ST CENTURY

THE EIGHT STAGES OF CHANGE

LEADERSHIP AND LIFELONG LEARNING

WHY BUSINESSES FAIL

THE EIGHT STAGES OF ORGANIZATIONAL DEVELOPMENT

HINTS AND TIPS

Are there more than one way to see change?

ARE YOU PREPARED FOR THE CHALLENGES & OPPORTUNITIES OF THE 21ST CENTURY?

The success of your enterprise during the next decade will depend on your ability to respond to unprecedented – some say alarming – trends and conditions. Your ability to interpret and respond appropriately to just-emerging, competitive and technological challenges determine if you will be among those around in a few years.

For two decades, the vast majority of Enterprises have prospered – often handsomely – despite a reliance on largely antiquated methods and technologies. In the 21ST century, technological, economic and competitive conditions will be revolutionary in both speed and character.

Those of us unwilling to change dramatically will not survive.

What I have learned from my research & experience has radically adjusted the way I do business!

I suspect that it will have a similar impact on you. Survival will be critically dependent on your ability to embrace a whole new concept of product and service delivery, a whole new way of looking at what you do, and the strategies which you employ to serve your markets.

Success will require that you respond to opportunity in ways fundamentally different than you have perhaps ever envisioned.

I look forward to share the results of my research and analysis with you and to present for your consideration creative new concepts, which I think are revolutionary – some say visionary – in their own right.

Germain Decelles, o.s.j., MBA
C.E.O., Senior Partner
WebTech Management and Publishing Inc.

HOW YOU WILL BENEFIT FROM THIS WORKSHOP

Your Workshop is built around thought-provoking and results-oriented case studies designed to reveal what your most visionary peers are doing (and planning) to ensure prosperity in the 21ST century. This proven learning method has numerous advantages, including...

You learn, first-hand, what the most successful people are doing, the results they are getting and the strategic thinking behind their actions.

You are introduced to creative, change-producing ideas and get a step-by-step guidance on how to implement similar strategies for your own organization.

You enhance your ability to select change management strategies that turn the emerging economic, technological and social/political trends to your advantage.

You will find out what Managers, clients and co-workers will really require of you in the changing 21ST century. How it will impact the nature of the services you deliver and the way you will market yourself.

You explore creative concepts for increasing your own opportunities for challenging Revolutionary, Evolutive and Re-imagining times.

The eight stages of change

The unique, complete one hour change management humorous talk guaranteed to show you how to keep your projects on track, on target, on time.

Are you ready?

THE TALK INCLUDE:

BRING YOUR QUESTIONS/PROBLEMS

Your Workshop becomes a result producing, problem-solving, opportunity-generating change management experience. Bring your questions and problems. They will be discussed on the spot - with particular emphasis on how the 21TH century will demand change. If you have questions or problems, which we believe will require research, we can organize to meet on consultative base. *If you have participated in a Decelles-conducted workshop in the past, you know what benefits you're in for.*

TALK FEE

This one hour talk is offered in *public* and *personalized* version.

The **public** version, for a maximum number of 10 participants, offers a more general-approach, not being-able to approach-certain discussions of a confidential nature.

The talk prices is \$35.00 cd for each participant at the time of the public workshop which is held in Montreal, Ottawa, Boston and Albany, each month. Europe & Middle East on request.

The **personalized** version is available. An interview of one (1) hour is considered, to gather the company characteristics and this in confidentiality.

The workshop prices is \$475.00 cd for a maximum of 15 participants. The informal humoristic talk can be held at the workplace or outside. Expenses incurred and travel outside the Greater Montreal will be charged to the company.

GERMAIN DECELLES, O.S.J., MBA

Executive-level bilingual management consultant who has a wealth of experience in general management, with specific expertise in a series of systems development, consulting, re-engineering turnaround, and reorganization assignments.

Key player in marketing products and services destined for retail trades, distribution and franchising as much for large business then medium or small ones.

Reorganization mandates in the Automobile, Publishing, Health, Electric Power and Financial Industries. Worked or contracted for corporations such as: Ford, Chrysler, Digital Equipment, National Defense CDN, Air Canada, Tele-Film Canada,



Air France, Quebec Justice Dept, Hydro-Quebec, EDF (Electricity of France), Agriculture Canada, Rogers-Cantel Communications, Canada Post, Bank of Montreal, BNP, C.N.R, Abidjan Port Authorities, etc.

Retired Canadian Coast Guard-member (SACSM), Secretary to the general Assembly and International Advisor. He holds a Master of Business Administration, major in Business from Concordia College & University (U.S.A.).

His books are published on the American market and sold worldwide.

REGISTRATION

To reserve and make your payment please forward to us in an email your intention of taking part in our next workshop. On reception of this email one of our advisers will communicate with you.

Email: info@webtechmanagement.com

TALK TO THE PROGRAM LEADER BEFORE YOU REGISTER

If you have questions with the suitability of this program for your purposes, don't hesitate to call Germain Decelles directly at:

514/ 575-3427

THE TALK IS INTENDED?

More and more companies require their employees and managers to increased quality control of products and services which they deliver.

Managers searching for results will have to provide themselves with ways and tools to ensure organization, quality, competitiveness and success increase at time of the definition, the design, the development and the installation of change projects in the company.

The information provided during the workshop is intended:

For Business Executives or Government Agency Heads and Managers who wishes to know more on Change Management.

For small and medium-sized companies which, to increase their sales' turnovers, must export their services and products.

For Employees who wants to prepare for the transition.

For companies which, want to transmit as much to their employees then to their directors management change examples in business.

To people such as Managers and Civil's Servant interested in the phenomenon of Change Management.

SYNOPSIS

This workshop introduces you to the principal aspects connected to the development of change management strategies with an aim of increasing flexibility and productivity, but before-all imagination in the company.

This intensive and specialized session offers a multitude of information on all the aspects connected to the development of business strategies in a context of change.

It also touches how to obtain the support of top management and employees, for a successful establishment of change.

PROJECT TOMORROW

This program is the result of a four-year project called *Project Tomorrow*. During the four-year period, we followed more than 500 trainees, aged from 16 to 72 challenging change in their life. The trainees were from colleges and reinsertion programs in administration and computer science. Many of the questions, reflections, and answers presented during the program are issued from our findings during this period. We have also drawn from thirty years of international experience gathered from our change and transition management consulting services.

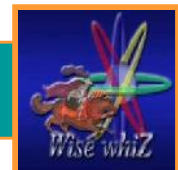
WE WILL QUESTION OURSELVES ON ...

- ✓ The force that animates change in the 21st century
- ✓ The eight stages of change
- ✓ Leadership and lifelong learning
- ✓ Why businesses fail
- ✓ The eight stages of organizational development
- ✓ Hints and Tips



The session include:
interactive presentation material
and the *Change Your Future, Now!*
642- page – E-book

Wise whiz-Workshops, is a division of WebTech Management and Publishing Incorporated.
Founded in 1996, WebTech is an organization providing services' councils, products and support.



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