

A FIVE HOUR TRAINING  
FOR CHANGE & TRANSITION SPECIALISTS  
TO GO FARTHER THAN THE APPLICATION OF  
A CHANGE MANAGEMENT METHODOLOGY

*The Human*  
*process surrounding*  
**CHANGE**



Explore the human process of change through  
questions, reflections & answers!

The knowledge received during the program will help those responsible for change to cope with mentalities' bottlenecks so to facilitate transitions at a human level.

Program designed especially for organizations with goals to accomplish.

## ***The human process surrounding change?***

### **ARE YOU PREPARED FOR THE CHALLENGES & OPPORTUNITIES OF THE 21<sup>st</sup> 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 21<sup>st</sup> 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 21<sup>st</sup> 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 21<sup>st</sup> 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 human process surrounding change**

The unique, complete five hours change management TRAINING guaranteed to show you how to keep your projects on track, on target, on time.

## **WORKSHOP 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 21<sup>TH</sup> 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.*

### **TRAINING FEE**

#### *Advanced*

This five hours training 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 training prices is \$275.00 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 training prices is \$875.00 cd for a maximum of 5 participants.

The training 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](mailto: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

## Are you ready?

### Do you have people in your projects struggling with change?

Change is an inevitable part of life. Everyone needs to question himself or herself on the journey, opening the mind to new challenges regarding how to cope with change. Change is all about acquiring knowledge and wisdom, planning ahead, being able to influence, negotiate, disagree, have some common sense, reduce stress, use humor and have the intuition to facilitate success for a better future.

### HOW TO HELP OTHERS ACCEPT CHANGE?

Of 21 subjects & 292 questions, we will question ourselves on:

- ✓ How about people's needs?
- ✓ What about a productive mindset?
- ✓ Can I keep an open mind?
- ✓ How can I stop making excuses?
- ✓ Can I think positively?
- ✓ How do individuals and organizations respond to change?
- ✓ What about a plan for change?
- ✓ How can I become a great Communicator?
- ✓ Do I need to surround myself with people better than myself?
- ✓ Is success an accident?
- ✓ Should I be sensitive to other people's feelings?
- ✓ Can I develop effective listening skills?
- ✓ Do men and women communicate differently?
- ✓ How can I achieve effective inter-generational communication?
- ✓ How can I start a conversation with a stranger?
- ✓ How can I learn from failure?
- ✓ Should I believe I have tried all possible approaches?
- ✓ What about a goals-setting methodology?
- ✓ How can I influence others?
- ✓ How can I be a leader?
- ✓ How can I deal with negative people?
- ✓ How can I deal with people who always complain?
- ✓ How can I improve my change management skills?
- ✓ How do I ask a question intelligently?
- ✓ Can I detect lies?
- ✓ How can I handle people who are angry with me?
- ✓ What can I do to resolve a disagreement?
- ✓ How can I learn about other cultures?
- ✓ Can I improve my personal integrity?
- ✓ How can I respond to a bully?
- ✓ How can I be captivating?
- ✓ How can I handle stress?
- ✓ Am I suffering from depression?
- ✓ How can I think outside of the box?
- ✓ How can I think clearly and logically under pressure?
- ✓ How can I get more motivation and satisfaction in the workplace?
- ✓ How can I socialize, be funny, and make friends?
- ✓ How can I develop my intuition?
- ✓ Can I get the collaboration of others?
- ✓ How can I overcome anxiety using future visioning?
- ✓ What will the 2020 organization be like?

### PROJECT TOMORROW

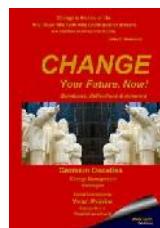
This program is the result of a four-year project called *Project Tomorrow*. During the four-year period, we followed more than 500 trainees, aged from 16 to 72 challenging change in their life.

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.

### 642- page – Self-development book!

This book proposes 21 topics of interest and more than 700 illustrations and quotes from people that have changed the world as we know it today.

This new book by Germain Decelles proposes Questions, Reflections & Answers to help young and old struggling with life changes for a better future.



Release by WebTech Publishing and is available in Paperback and E-book format online through:

[WebTech Publishing.com](#)

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

### CONTACT FOR AVAILABILITY & PRICING

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

