



Taking the **LEAP** of Organizational **CHANGE**

Doing things the same way and expecting a different result is simply put as insanity. Challenging the way things are done is imperative and a prerequisite to change. For new initiative to be successful the people in the organization must embrace change and be motivated and committed to making the change work.

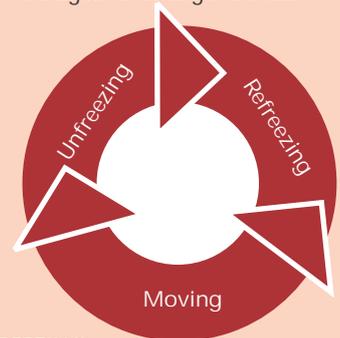
People dislike change for so many reasons; it moves them out from their comfort zone. Sometimes organizational politics make change undesirable. Changes fail most often because the people who are expected to implement them are not prepared. Organizations cannot fold hands and watch change initiatives fail; they must take steps to ensure success by preparing for change, communicating effectively, developing a change plan, getting a buy-in from supervisors and employees, implementing the change and creating a learning organization.

To optimize organizational change, some organizations look into their action strategies such as organizational development (OD), Interventions that address issues of how work gets done in the organization by examining the level of employee involvement and redesigning work processes, these interventions are known as techno-structural interventions e.g. Kaizen, Total Quality Management, Six-sigma, Lean Manufacturing and High Involvement organization, to mention a few.

Change is a "Known unknown"; it is inevitable and used to drive organizational growth. To maximize its benefits we must prepare and manage it in a proactive way. Being proactive begins by recognizing patterns both in our internal and external environment, how it impacts our organization and choosing the right techno-structural intervention that address it.

Its either we change seriously or it seriously takes our organization out of the way. You know what that means dinosaur.

Kurt Lewis a social psychologist described three stages for change to occur:



UNFREEZING

Here the new vision is created for the change initiative and a sense of urgency for getting to the new outcome is birth.

MOVING

Communication must be strong and resistance and change must be managed

REFREEZING

This is the final stage, change becomes the norm and the outcome is evaluated.

Challenging the way things are done is imperative and a prerequisite change.



"Certificate in Project Management"

- LAGOS
- IBADAN
- ABUJA
- PORT HARCOUT

To attend our free program or to schedule a 4-hour session with your team, association or church. Send a request to project100000@tycoonsgroup.com or Call 07041263804, 08136629243

MANAGING SALES PROJECT

Sales Force Management

To outsell in this era, the sales person must be a professional who is as much a marketing consultant as a salesperson. These new sales people will engage in consultative relationships with their customers. As the nature of personal selling changes, so will the role of the sales manager. To be an effective sales manager in today's business environment, sales managers must be viewed as team leaders, empowering and collaborating with their sales people rather than controlling and dominating them.

COURSE CONTENT

- Sales planning (allocating territories, budgets and quota, estimating market potential).
- Organizing sales force.
- Acquiring sales project team (recruiting, selection and hiring).
- Developing sales team.
- Motivating a sales team.
- Leadership and supervision of a sales team.
- Evaluating sales performance.
- Ethical and legal responsibilities of a sales manager

BENEFITS:

- Empowered and committed sales team.
- Reduced sales force turnover.
- Empowered customer to sales force relationship.
- Purpose driven organization.
- Increased market share.

WHO SHOULD ATTEND.

- Entrepreneurs
- Business managers
- Marketing managers.
- Individuals who are desirous of improving their sales management skills.

COURSE DURATION: 4 days

DATE: 3,4,5,6 APRIL 2012 (LAGOS)

17,18,19,20 APRIL 2012 (ABUJA)

COURSE FEE : ₦100,000

TO REGISTER send an e-mail to

executive.education@tycoonsgroup.com
or Call 08136629243, 07041263804

EXECUTIVE DEVELOPMENT

TECHNO STRUCTURAL INTERVENTION FOR ACHIEVING STRATEGIC RESULTS.

Redesigning work process and increasing employee involvement is the key to reinventing the future. In order to achieve these, market leaders embark on some techno structural intervention to reduce variability in their process.

FEATURED TOPICS

- Embracing the culture of continuous improvement (KAIZEN)
- Kaizens blitz and its relevance to process upgrade
- Total quality management
- Quality management and its relevance to process oriented thinking.
- Managing transition in process re-inventing.

WHO SHOULD ATTEND

This workshop will benefit individuals who need to strengthen their project management skill set, leaders in various organizations, managers, supervisors who want to improve their leadership and project execution skills.

VENUE: Victoria Crown Plaza, Ajose Adeogun,
Victoria Island Lagos
Silverbird Cinemas,
Plot 1161, Memorial Drive,
Central Business District, Abuja

DATE: 6th March 2012 (LAGOS)
20th March 2012 (ABUJA)

TIME: 9AM - 2PM . COURSE FEE: FREE

To register, call: 07041263804, 08136629243

or send a mail to executive.education@tycoonsgroup.com

PROJECT LEADERSHIP CONFERENCE

Hundreds of professionals took part in the Tycoons Project Executive development training, a program set up to promote PMI in Nigeria with the theme, "Project Leadership and the art of People Management for Effective Execution". The program, which held at Victoria Crown Plaza Hotel, Victoria Island Lagos, received good response from various organizations, cutting across different industries such as banking, Legal, education, engineering, finance, pharmaceuticals, telecommunications, multilevel marketing and certified project managers around the country. The welcome address was given by Aboje Ocholofu, a project Manager with Tycoons Project. An Opening speech was given by Bamidele Ajibola, PMP, a business consultant and human resources management expert on "The Art of People Management for Effective Execution", after which Olumide Bidemi, PMP, a business and legal counsel with Adepetun Caxton-Martins Agbor&Segun concluded by delivering a short presentation on Managing Stakeholders disputes during Project Execution".



100,000 Project

It is Tycoons Project community development initiative tagged "Certificate in Project Management", commissioned on the 12th of December, 2011. Our goal is to educate 100,000 Nigerians in 2012 by exposing them to the PMI approach to driving project success.



PMP/CAPM exam preparatory class has taken a new approach under the leadership of Bamidele Ajibola, PMP, [Program Manager, Tycoons Project] in his dynamic and creative way of bringing life into the teaching of the PMI framework, thereby catalyzing the pass rate of attendees.

PROJECT MANAGEMENT EXAM PREP CLASS



ABOUT TYCOONS PROJECT PROJECT MANAGEMENT TRAINING

OUR KEY DIFFERENTIATING FACTOR

- World Class In-class Experience
- 4 weeks of Virtual Class (100% online)
- Best After-class Support System
- Life Application Training
- PMP Exam Readiness Test

COURSE FEE: N85,000
 Registration 2 weeks before Class earn 5% discount
 For more enquiries about PMP/CAPM Exam
 Visit www.tycoonsgroup.com or call
 08136629243 or 07041263804

...we set the pace for the race.

2012 LEARNING SCHEDULE

	LAGOS	ABUJA	IBADAN	PORTHARCOURT
JANUARY	7,8,14,15	21,22,28,29	7,8,14,15	14,15,21,22
FEBRUARY	4,5,11,12	18,19,25,26	4,5,11,12	11,12,18,19
MARCH	3,4,10,11	17,18,24,25	3,4,10,11	10,11,18,19
APRIL	7,8,14,15	21,22,28,29	7,8,14,15	14,15,21,22
MAY	5,6,12,13	19,20,26,27	5,6,12,13	12,13,19,20
JUNE	2,3,9,10	16,17,23,24	2,3,9,10	9,10,16,17
JULY	7,8,14,15	21,22,28,29	7,8,14,15	14,15,21,22
AUGUST	4,5,11,12	18,19,25,26	4,5,11,12	11,12,18,19
SEPTEMBER	8,9,15,16	22,23,29,30	8,9,15,16	15,16,22,23
OCTOBER	6,7,13,14	20,21,27,28	6,7,13,14	13,14,20,21
NOVEMBER	3,4,10,11	17,18,24,25	3,4,10,11	10,11,17,18
DECEMBER	8,9,15,16	22,23,29,30	8,9,15,16	15,16,22,23