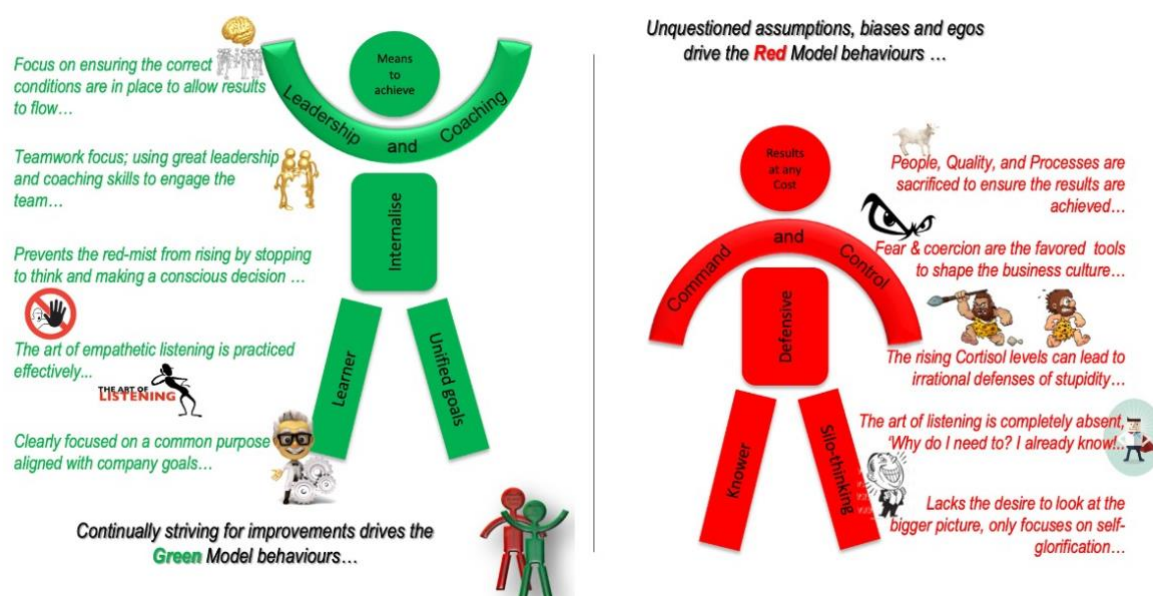


Navigate Your Transformation with The Right Paradigm's Red & Green Behavioural Model



Embarking on a significant organisational shift, be it a new technological endeavour, a restructuring of teams, or a cultural overhaul, is no small feat. Change, while necessary, often stirs resistance, disrupts workflows, and tests the mettle of even the most seasoned leaders. At The Right Paradigm, we offer a rather splendid solution to guide companies through such turbulent waters with our proven “Red & Green Behavioural Model”. Our bespoke training programmes empower leaders, first-line supervisors, team members, and company talents to embrace change with confidence, ensuring a seamless transition and enduring success.

The Art of Change Management

Change, like a spot of inclement weather, is inevitable. Yet, without proper stewardship, it can lead to silos, miscommunication, and rather disgruntled teams. Effective change management ensures your people not only adapt to new ways of working but champion them with gusto. The Right Paradigm's approach, rooted in the human side of change, equips your workforce with the behaviours needed to thrive in the face of upheaval.

The Red & Green Behavioural Model: A unique Framework

At the core of our method lies the “Red & Green Behavioural Model”, a framework that pinpoints five pivotal behaviours to shift during a transition. By moving from

“Red” (decidedly unhelpful) to “Green” (positively enabling) behaviours, your organisation can nurture collaboration, adaptability, and results that stand the test of time.

Red Behaviours: Obstacles to Progress

These behaviours, much like an ill-timed downpour, can dampen progress:

- “Silo Thinking”: Teams cling to their own patch, creating a frightful lack of cohesion.
- “Knower”: Individuals, convinced they’ve cracked it, resist new ideas with stubborn resolve.
- “Defensive”: Fear of a misstep leads to finger-pointing and a rather cautious outlook.
- “Command & Control: Leaders issue edicts, stifling creativity in a most unbecoming manner.
- “Results at Any Cost”: Short-term gains are pursued, often at the expense of decorum or morale.

Green Behaviours: The Path to Triumph

Our model champions behaviours that unite teams and sustain change:

- “Unified Goals”: Teams rally around a common cause, banishing silos to the history books.
- “Learner”: Individuals adopt a curious bent, eager to absorb new knowledge.
- “Internalise”: Employees take the change to heart, reflecting on their role with sincerity.
- “Leadership & Coaching”: Leaders inspire and guide, cultivating trust with a steady hand.
- “Means to Achieve”: Results are pursued with integrity, ensuring long-term prosperity.

By focusing on these behavioural shifts, The Right Paradigm ensures your organisation doesn’t merely weather change but emerges stronger, with a culture that’s positively transformed.

Our Training Programme: Tailored for All

Change, like a well-crafted whiskey, requires the right blend of ingredients. Our training programmes are crafted for “leaders”, “first-line supervisors”, “team members”, and “company talents”, addressing the unique challenges each faces during a transition.

1. “Leaders”: Master the art of green behaviours, align teams around a shared vision, and inspire unwavering commitment.
2. “First-Line Supervisors”: Acquire the tools to coach teams, manage resistance, and serve as the vital link between leadership and the front line.

3. “Team Members”: Develop the mindset and skills to adapt, collaborate, and contribute to collective goals.
4. “Company Talents”: Unlock potential to drive innovation and cement change as the leaders of tomorrow.

Our engaging workshops, one-to-one coaching, and practical simulations ensure participants not only grasp the Red & Green model but apply it with aplomb to your transition.

Why The Right Paradigm?

“A Trusted Framework”: Our Red & Green Behavioural Model, honed over years of expertise, delivers results that will surpass expectations.

“Bespoke Solutions”: We assess your organisation’s needs and tailor our programmes to your transition’s unique contours.

“Behavioural Focus”: By tackling the root of resistance (human behaviour) we create cultural shifts that endure.

“All Hands-on Deck”: From boardroom to shop floor, we empower everyone to take ownership of the change process.

A Glimpse of Success

Picture a company rolling out a new digital system. Without proper guidance, teams might cling to old ways (Silo Thinking), resist training (Knower), or balk at the prospect of failure (Defensive). With The Right Paradigm’s approach, your teams unite around shared goals, embrace learning with open minds, and internalise their role in the change. Leaders coach rather than command, and success is achieved with integrity, ensuring the change takes root for the long haul.

Let’s Get Started

Your organisation’s transformation deserves more than a run-of-the-mill approach. The Right Paradigm’s Red & Green Behavioural Model offers a clear, actionable path to navigate change with poise and purpose. Whether you’re facing a technological leap, a merger, or a cultural shift, our training programmes will empower your leaders, supervisors, team members, and talents to achieve results that are, above and beyond expectations.