

Inside Alignment

Inside Alignment is a proven approach to transform moments of great change into a victory that catapults your team to greater success and collaboration. We do this by aligning employees' inside experience with their shifting outside environment through a combination of short, relevant workshops and 1:1 coaching.

Let's be real — we ask our employees to do a lot, particularly in the wake of a turbulent pandemic which shifted the work world more than anything we've experienced. But how much is too much? How can we support employees to be at their best when they take on a new project, such as an implementation?

DCC recognizes the Humans in your Human Resources. We assist your people to find Inside Alignment to better navigate their ever-changing exterior.

HOW DO WE DO THIS?

We provide timely, real-world workshops along with practical follow up with On-Demand coaching and/or executive coaching to reinforce the learning in practical application in their everyday lives.

Your organization has an opportunity to use the past year and your upcoming implementation project to develop not just change management skills but organizational resilience. Being a resilient organization means accepting change not as a headache but as a constant opportunity.

DCC'S CHANGE PHILOSOPHY

Change is life; it happens all the time. People are the constant. We have ownership over how we react knowing that we can only control our own life. How we react is how we learn about ourselves and about life.



Inside Alignment

The American Psychological Association defines resilience as a natural way of dealing with difficult situations. They note that resilient people can easily adapt over time to life-changing and stressful conditions. They also point out that the skills for resilience can be learned and developed; that's how David Couper Consulting can help you. You have the power right now to create deep skills that management and staff can use to work together as they face not only your upcoming implementation project but also future initiatives.

WHY DCC IS DIFFERENT

We bring both “Head” and “Heart” to the workplace for Inside Alignment — recognizing the “Human” in Human Resources.

Head

Organizational transitions consist of the structures, processes, systems, and technologies that provide the overall architecture for change.

- Prepare the organization for change through organizational reviews and assessments that measure efficiency, effectiveness, capability, and readiness.
- Build the change strategy and program/project management plan(s) that define deliverables, metrics, milestones, resources, and tasks throughout each phase of the change plan.
- Put change into action through pilot and field testing, measurement, re-calibration, full-implementation, and continuous improvement.

Heart

Personal transitions are exactly that — personal. We all experience change differently. Without an equal focus on the personal side of change, many organizations fail.

- Understand the personal impact of change – letting go of the past and dealing with the loss of what's comfortable and familiar.
- Overcome resistance and reluctance. It's empowering to experiment and explore and learn from success AND failure.
- Adopt new values, attitudes, and identities. See the tangible benefits of implemented changes and working together to sustain and improve.

DCC'S CHANGE MODEL

Vision

- Discover where we are headed, why we have this path, and how will we get there.
- Plan to get tasks done to meet the end goal.
- Develop organizational infrastructure to support the vision.

Change Skills

- Understand our inner workings and how we react to change.
- Become learning leaders in constant evolution.
- Learn how to work with and grow from conflict.

Change Empowerment

- Grant ourselves the allowance to take charge and hold ourselves accountable.
- Inspire feedback to drive growth.
- Give employees permission to be change leaders.

Change Leadership

- Empower authentic leadership to motivate others.
- Activate powerful communication that creates opportunities.