

## COURSE CALENDAR OVERVIEW

### INTRODUCTION + NAVIGATING THE MESS

Requirement	Content
Welcome Call 60 minutes	Kick Off Call <ul style="list-style-type: none"> <li>Welcome, introductions, course overview.</li> <li>Portal logins, class profiles, content library.</li> </ul>
Pre-Work	Navigating The Mess Part I: Field Experiment <ul style="list-style-type: none"> <li>Create class profile in portal</li> </ul>
Live Workshop Week 1 90 minutes	Navigating The Mess Part I: Field Experiment <ul style="list-style-type: none"> <li>The surprising truths about thriving through change</li> <li>Unpacking the science around positive systems change.</li> <li>Deeper Dive: Polarity Thinking - Holding space for “and”</li> </ul>
Pre-Work & Learning Loop Reflection	Navigating The Mess Part I: In The Lab <ul style="list-style-type: none"> <li>Appreciative Inquiry Tip: Why every action we take is preceded by a question</li> <li>Storytelling Tip: How stories shape our brains</li> </ul>
Live Workshop Week 2 90 Minutes	Navigating The Mess Part I: In The Lab <ul style="list-style-type: none"> <li>How change happens one conversation at a time</li> <li>Learning how to help people embrace change by seeing old things in new ways</li> <li>Can you do the flip?</li> </ul>
Pre-Work & Learning Loop Reflection	Navigating The Mess Part II: Field Experiment <ul style="list-style-type: none"> <li>Coaching Tip: Creating safe spaces for conversations</li> <li>Systems Tip: Understanding the me, we and us of change</li> </ul>
Live Workshop Week 3 90 Minutes	Navigating The Mess Part II: Field Experiment <ul style="list-style-type: none"> <li>Why positive change needs safe spaces</li> <li>What’s your role in creating positive change?</li> <li>Deeper Dive: Change Approaches – To tell-and-control or invite-and-inquire</li> </ul>
Pre-Work & Learning Loop Reflection	Navigating The Mess Part II: In The Lab <ul style="list-style-type: none"> <li>Appreciative Inquiry Tip: The surprising power of appreciative questions</li> <li>Storytelling Tip: How stories help us connect</li> </ul>
Live Workshop Week 4 90 Minutes	Navigating The Mess Part II: In The Lab <ul style="list-style-type: none"> <li>The science and art of asking appreciative questions</li> <li>Building commitment one question at a time – even among your cynics.</li> <li>Designing appreciative coaching conversations that spark meaningful change commitments – even among your cynics</li> </ul>
Assessment	Navigating The Mess <ul style="list-style-type: none"> <li>Designing A Positive Change Conversation: Your topic and questions to help people navigate the mess of disruption</li> </ul>

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### BUILDING YOUR MAGIC TOOLBOX

Requirement	Content
Pre-Work	Building Your Magic Toolbox Part I: Field Experiment <ul style="list-style-type: none"> <li>• Coaching Tip: Honoring the need and energy of others</li> <li>• Systems Tip: Sensing a system's needs and energy</li> </ul>
Live Workshop Week 5 90 minutes	Building Your Magic Toolbox Part I: Field Experiment <ul style="list-style-type: none"> <li>• Amplifying people's capabilities to navigate change</li> <li>• Discovering the MAGIC change factors</li> <li>• Deeper Dive: SCARF – The invisible thread that moves us</li> </ul>
Pre-Work & Learning Loop Reflection	Building Your Magic Toolbox At The Me Level: In The Lab <ul style="list-style-type: none"> <li>• Appreciative Inquiry Tip: Sparking commitment rather than settling for compliance</li> <li>• Storytelling Tip: How stories determine our actions</li> </ul>
Live Workshop Week 6 90 Minutes	Building Your Magic Toolbox At The Me Level: In The Lab <ul style="list-style-type: none"> <li>• How to amplify people's change abilities</li> <li>• The power of Tiny Habits</li> <li>• The need for Learning Loops</li> </ul>
Pre-Work & Learning Loop Reflection	Building Your Magic Toolbox At The We Level: In The Lab <ul style="list-style-type: none"> <li>• Coaching Tip: The importance of accountability</li> <li>• Systems Tip: Thinking strategically about systems change</li> </ul>
Live Workshop Week 7 90 Minutes	Building Your Magic Toolbox At The We Level: In The Lab <ul style="list-style-type: none"> <li>• How to amplify and sustain people's motivation for change</li> <li>• The five simple steps to designing appreciative group conversations</li> <li>• Rapid ways to build connection and commitment</li> </ul>
Pre-Work & Learning Loop Reflection	Building Your Magic Toolbox At The Us Level: In The Lab <ul style="list-style-type: none"> <li>• Appreciative Inquiry Tip: The truth about AI Summits</li> <li>• Storytelling Tip: How artefacts make our stories vivid</li> </ul>
Live Workshop Week 8 90 Minutes	Building Your Magic Toolbox At The Us Level: In The Lab <ul style="list-style-type: none"> <li>• How to amplify people's sense of psychological safety in a system</li> <li>• How to quickly bring hundreds of voices together – and hear every one of them</li> <li>• The most common mistake change champions make</li> </ul>
Assessment	Building Your Magic Toolbox <ul style="list-style-type: none"> <li>• Sensing &amp; Selecting Positive Change Tools: A hope study of a system you'd like to help create positive change in and the MAGIC tools you'd recommend</li> </ul>

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### MAKING CHANGE HAPPEN

Requirement	Content
Live Workshop Week 9 90 minutes	Making Change Happen Part I: In The Lab <ul style="list-style-type: none"> <li>• Your Challenge: Paying forward what you've learned</li> <li>• Understanding your role and goals</li> <li>• Who do you want to create positive change for?</li> </ul>
Pre-Work	Making Change Happen Part I: In The Lab <ul style="list-style-type: none"> <li>• Finalizing your positive change pitch</li> </ul>
Live Workshop Week 10 90 Minutes	Making Change Happen Part II: In The Lab <ul style="list-style-type: none"> <li>• Designing your positive change topic and questions</li> <li>• Playfully experimenting with sparking conversations</li> </ul>
Pre-Work	Making Change Happen Part II: In The Lab <ul style="list-style-type: none"> <li>• Finalizing your positive change conversation</li> </ul>
Live Workshop Week 11 90 Minutes	Making Change Happen Part III: In The Lab <ul style="list-style-type: none"> <li>• Designing your positive change application</li> <li>• Telling your story to create positive changes</li> </ul>
Pre-Work	Making Change Happen Part III: In The Lab <ul style="list-style-type: none"> <li>• Finalizing your positive change story</li> </ul>
Live Workshop Week 12 90 Minutes	Making Change Happen: Showcase <ul style="list-style-type: none"> <li>• Positive change stories shared from across our class</li> </ul>
Assessment	Making Change Happen: Showcase <ul style="list-style-type: none"> <li>• Submit your positive change story and the strategy, topic, questions and applications you have designed</li> </ul>
Live Workshop Week 13 90 Minutes	Celebrating Positive Change <ul style="list-style-type: none"> <li>• What have we learned?</li> <li>• What impact have we had? Can we have?</li> <li>• How do we sustain our energy for creating positive change as we go forward?</li> </ul>