



give meaning ■ spur to action

accelerating change



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# The Challenge

Change is accelerating. Pressures from the outside are many and unpredictable. The ability to continuously re-invent itself is fast becoming the ultimate competitive advantage for organizations.

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**To develop this ability to change, you need to:**

1. Give meaning to the change through a shared project
2. Implement processes that support change
3. Bring about an evolution in management and in the work context
4. Galvanize individuals toward personal development.

## As you take up this challenge, Groupe Forest works with you

### When there is a need in your organization:

- › to take stock
- › to reflect together in order to make a shift
- › to imagine tomorrow, to provoke a rupture
- › to launch a project, a new organization, a strategy

We recommend that you bring together all the players, internal or external, involved in the change to marshal efforts and create a collective movement that will accelerate the change:

- › give meaning to the change
- › share a common vision of the situation and the challenges
- › get buy-in on the project
- › agree on action steps
- › bring about an evolution in individual and collective behavior



### Where we work within a company:

- › management committee
- › coaching meeting
- › annual meeting
- › division, department meetings
- › project team
- › plant, workshop

### and in its environment:

- › professional or inter-professional meeting
- › meeting with partners, clients, suppliers
- › meeting with representatives from the community, associations, elected officials



## An innovative approach The interactive multi-rhythm process



A three-dimensional approach: REFLEXION DIALOGUE ACTION

### REFLEXION

To give meaning to the change

We stimulate reflexion by participants on the pressures exerted by the change and their impacts. A multimedia, interactive presentation based on:

- › Syntheses of studies and research
- › Thematic videos or videos featuring experts
- › Concrete illustrations through examples
- › Benchmarks of best practices

### DIALOGUE

To summon up a common vision of the change

We put the leaders on the stage and encourage a dialogue with participants to stimulate cross-fertilization between individual projects and the collective project:

- › Presentations by managers of their projects for the organization
- › Utilization of an electronic voting system that permanently records the opinions of participants and facilitates the exchange of ideas
- › Discussions in brief workshop sessions

### ACTION

To marshal efforts toward implementing the change

We put participants to work in implementing the change that concerns them:

- › By way of workshops and exchange periods that, in a very short time, lead to agreement on action steps
- › By way of role-playing techniques that permit experimentation and advancement

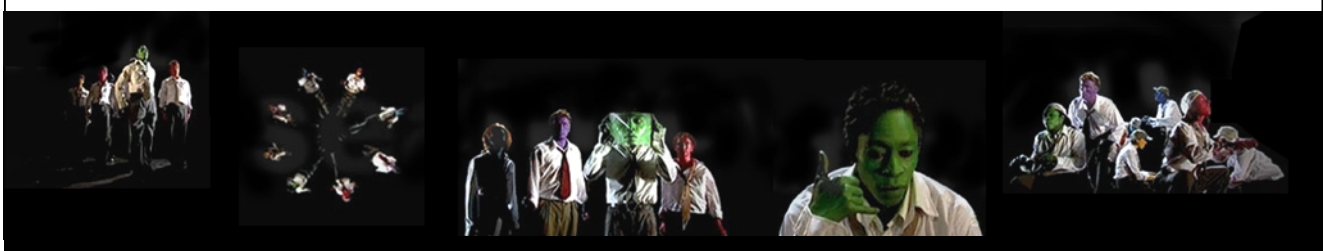
An approach that builds on the pleasure of being oneself – and on the strength of being one together.

A rich, spectacular, stimulating – as well as a rational and an emotional – experience.

An innovative approach : the interactive multi-rhythm process  
Major themes



Or other themes specifically developed with and for you to respond to your concerns and meet your needs.



## Customized to meet **your objectives**

### **Flexible duration, based on your objectives**

2 hours, a half-day, one day or more

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### **Groups of various sizes**

10, 50, 100, 200, 500, 1,000 or more

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### **For everyone**

top and middle managers, associates, clients, partners

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### **In all industry and service sectors, private or public**

financial services	health
education	insurance
distribution	hotels
commercial	electronics
telecommunications	...

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### **In English or in French**



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