

# Managing Others with GREAT Value

## Welcome to GGF Online Learning!

Thank you for arriving **15 minutes** earlier to adjust yourself with zoom features. Ensuring that you have connected with audio, below are things you might have to aware of:

If you are using computer, look for **“Join with Computer Audio”** sign.

If you are using mobile phone, click **“Allow”** after **“Permission for Audio & Video”** or look for **“Call via Device Audio”** or **“Join with Audio”** (on the bottom left of the screen).

### **Features that we will use in this session:**

chat, screen sharing, mute, unmute, raise hand, reaction: clap and thumbs up

Proudly Present

**Great Giant Foods  
Online Learning**

**“Managing Others with GREAT Value”**

# GREAT Values Online Workshop for Leaders

## Managing Self with GREAT Value

1 week  
(mid session  
assignment)

- Virtual Onboarding
- Value Meter Assessment (Self)
- Revolution 4.0 dan VUCA Era
- Why GREAT VALUE?
- Role of *Corporate Value*
- GREAT Values Implementation
- Change Curve Model

- **Post workshop activities:**  
GREAT value observation and and Change Curve Model Mapping

## Managing Other with GREAT Value

- Mid session assignment sharing
- Value Meter Assessment (Others)
- Managing people on value implementation
- Value-based Coaching Implementation for My Working Area
- Value Based Coaching

- **Post workshop activities:**  
Change Management Plan and Coaching Question Planning

# Virtual Onboarding

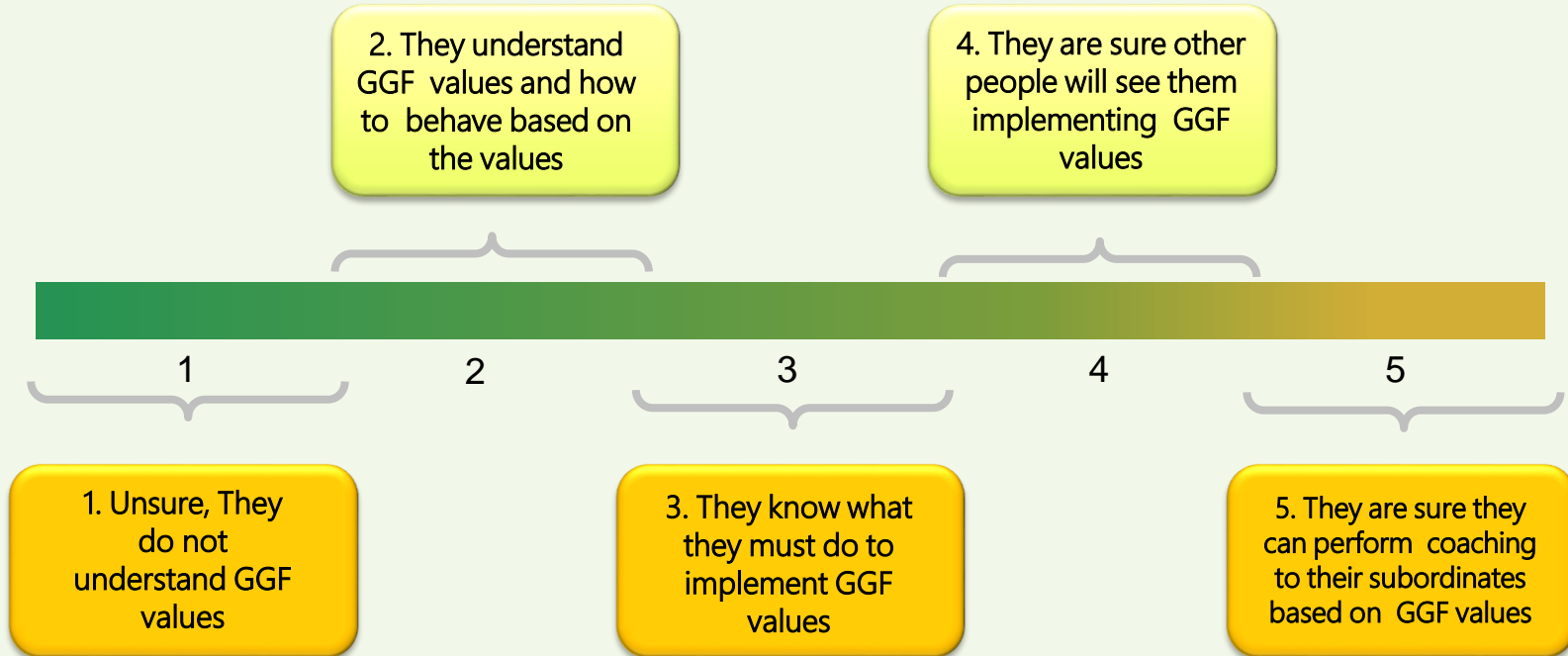
1. **Active participation is highly appreciated**
2. **Share your positive energy and enthusiasm by always turning on the webcam during the session**



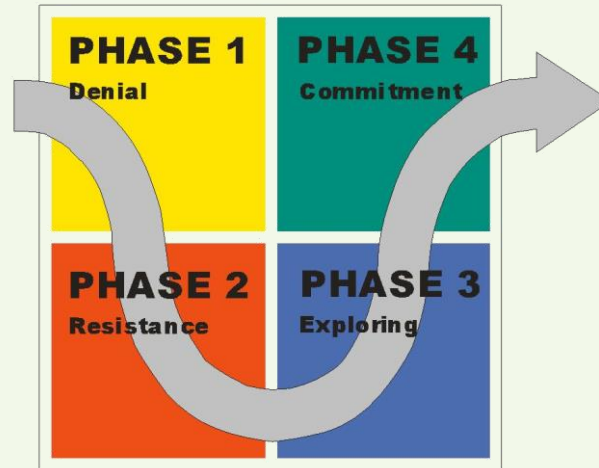


# Assignment Sharing

# Value Meter (Others)



# Change Management



How can we assist others to move forward **faster** to the next phase?

# **Breakout Room**

**How can we assist people to move forward from one phase the next one?**

# Leading Change

## Denial – Resistance

1. Describe the consequences of not giving the best responds towards the changes that are happening.
2. Give the person a role in change management process.
3. Treat the negative reaction as a sign that we are on track in the process..



# Leading Change Resistance – Exploring

1. Let people express how they feel about the changes.
2. Show some understanding towards rejection to change.
3. Gather informations regarding to the what makes people worry the most in the change management process.



# Leading Change Resistance - Exploring

4. Help them to find the positive aspect of the changes
5. Assist them to feel secure in the process
6. Ask them to at least **“give it a try”**.



# Leading Change

## Exploring - Commitment

1. Ensure them that they can fulfil their new role in the process
2. Determine the method and timeframe to learn about the changes
3. Show your understanding for misinterpretation.



# Involving Others in Change Management Process

## 01

Adjust your reaction as people will be at different phase at a time.

## 02

Communicate the changes effectively.

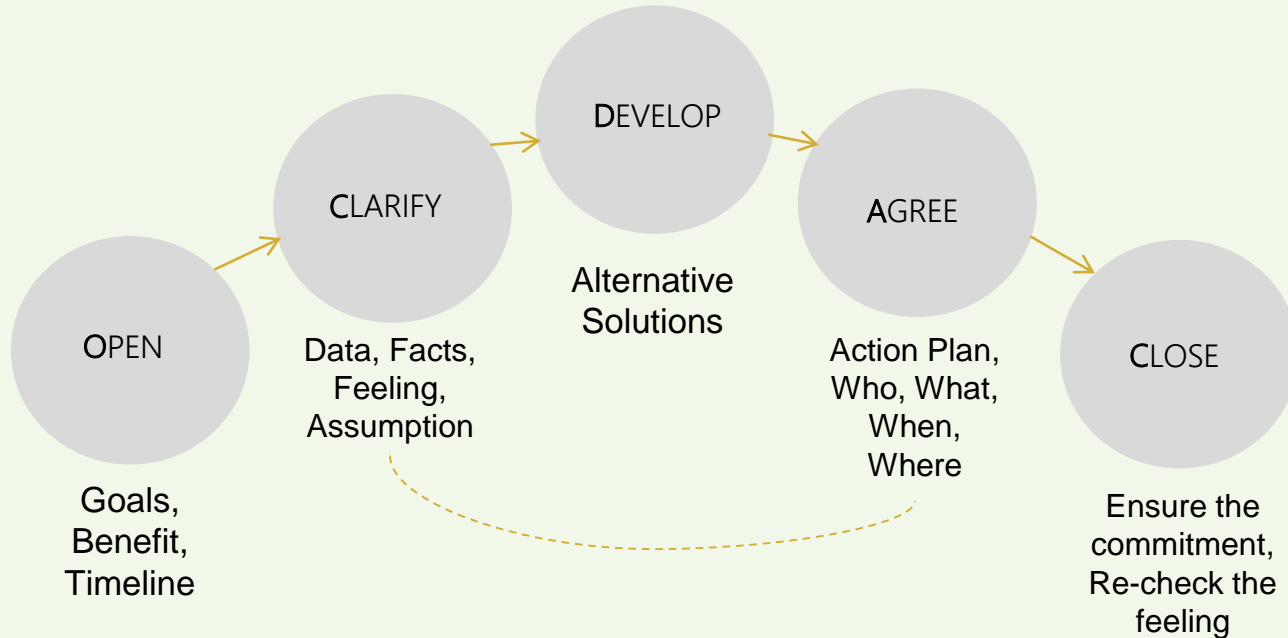
## 03

Develop competencies needed in adopting the new values.

## 04

Involve them in the process, give them roles.

# Coaching Model



I'm sure I can perform coaching to my subordinates based in GGF Values



I need to have more meetings with other departments, Sir

I think we need to delay the launch date of our project, it might need 6 more months more to be ready

How 's the project I assigned to you? ?

O

What do you want to achieve?

C

What happened?

We were - No, I... was too optimistic on the new technology being ready!


To be honest, we need more technical guys on board! Look to find a short term outsourcing contract!

Tough one! Though, as you know that one of our values is **Reliability**, I think it was a good call that you postpone it. What are your options?

Ok, How are you going to do that?

D

A



My strategy is to meet Joko from HR and get him on board with the corrective action. Then at the meeting, I am going to be completely honest and explain the situation

C

Good strategy. As long as you have thought about all the possible reactions, I think you'll be fine

# **Breakout Room**

- 1. Draft a coaching scenario based on GREAT value using OCDAC, within your group**
- 2. Practice the conversation based on the scenario with one of your group members.**

# GROUP COACHING

In the group coaching we might need to adjust ourselves accordingly, as the group members have different speed, learning preferences and educational backgrounds.



# Group Coaching (OCDAC)

## Open

Determine **one of the values** as the theme for the **group coaching** , let 's take **Agility** for example.

After deciding the theme, we can ask these 2 questions:

1. What kind of things that this group would like to do to improve *Agility*?
2. What kind of result needed at the end of coaching session?



# Group Coaching (OCDAC)

## Clarify

We have to provide comprehensive information regarding to our **current situation from different point of view**. We have to ask:

1. Where are we regarding to “agility” when compared to our competitor or other division?
2. What are the opportunities, challenges and everyone’s need regarding to the implementation?



# Group Coaching (OC**D**AC)

## Develop

Focus your group energy and creativity to **generate innovative ideas**. You can use this discussion flow:

1. **Have a dream** (If you have abundant resources and no restriction, what are your ideas to improve the group's agility?)
2. **Get to the realistic part** (From all the best dreams, narrow down then to the ones that are not against our values and timeline)
3. **To be critical to your own best ideas** (How to improve these idea? How to implement them smoothly?)



# Group Coaching (OCDAC)

## Agreed & Closing

**Decide the best solution out of all the alternative solutions and plan it together.** Ask the group:

1. Are we ready to do this? (Now think about the cost and resources that we have)
2. Are we sure we want to apply this?
3. Who has to agree on this program? (stakeholders mapping)



# Group Coaching Tips



1. Choose 1 theme at a time
2. Communicate openly and casually
3. Ask a lot of questions
4. Clarify the essence of a message
5. Give positive feedback and constructive feedback
6. Challenge them to be more creative and critical
7. Build commitment/responsibilities/team spirit



# EVALUATION



**Post workshop activities:  
Change management implementation plan and  
value-based coaching plan**





**THANK  
YOU!**