

Embedding Long Lasting Change



Inspiring people to act differently



"A manager who attended spoke to me afterwards to say Steps' programme was the best leadership development he had ever had..."

Caroline Wallace, Leadership Development Consultant, Cable & Wireless

We believe that long lasting behavioural change – whether individual or organisational – will only happen through a four stage journey: 1) Before any change can take place, the first step is for people to become aware of their own behaviours and start imagining how they could be different; 2) they must then be in a position to accept responsibility for their behaviours and be personally prepared to try and make those changes; 3) following this, they should then have the opportunity to actively explore and practise new ways to be, to think and to behave in certain situations; 4) and finally find ways to habituate these changes into their ongoing everyday lives. Put more simply, they must:

See it > Own it > Change it > Live it

We call this the [Steps to Change](#) and we believe that two learning techniques are essential tools on this developmental journey:

- The use of drama, particularly to enable people to **see** and **own** the transformation.
- And coaching, particularly to help people **change** behaviour and **live** it.



How it works

A designated Steps programme team (a Programme Leader, a Programme Coordinator and a relevant Expert Consultant, if required), will work with you from the conception of ideas to the delivery of the project, helping you set your goals for long term change. Steps combines the unique power of drama and coaching techniques, along with a wide range of other innovative learning tools, to create engaging outcome-focused programmes, navigating participants through the four stages of their own [Steps to Change](#) journey.

Why start with drama?

The power of drama is unique. No other learning technique is as immediately impactful in generating an emotional recognition of the need for change. Using [interactive techniques](#), our professional actor-

facilitators hold up a mirror to your organisation's reality and engage your people to **see** and **own** the changes that may be required. Powerful group [facilitation](#) exercises further instil the sense of ownership as expertise is lifted from the room and best practices are shared and discussed.

Other learning activities

Now that the participants can see the real picture, are aware of the current behaviours and care about how to alter them, a combination of learning activities come into play enabling them to develop new skills and practise how to start making the **change**. Such activities might include:



Skills inputs:

Learning models, useful tools and top tips - along with any helpful supporting material and resources.

Skills practice:

Individual or group [skills practice](#) sessions with an actor-facilitator or role-player offering constructive feedback (can be filmed to allow individuals to further reflect on their learning experience in their own time).

Filmed scenarios and other digital learning tools:

Tailor-made and professionally produced [videos](#) made just for your people, shared online platforms, webinars and a range of other digital tools suitable for a variety of learning settings.

The crucial stage

The final stage of the journey, arguably the most important, is to help embed all that has been unveiled, explored and achieved enabling participants to **live** these behavioural changes in their everyday lives so that they become 'business as usual' in your organisation.



[Coaching:](#)

- Group and team coaching
- 1:1 coaching

- Action learning and coaching sets: can either be guided by us or by our partners, or we can up-skill some of your own people.
- ‘Drop-in’ coaching or skills practice sessions: a coach or actor-facilitator is made available over the course of a day with several slots for people to sign up to.
- ‘Train the Trainer’ sessions: enabling your people to provide ongoing coaching support or even, on a larger scale, help you instil a coaching culture within the wider organisation.

Supporting Materials and Resources:

- Facilitator and manager guide packs to help with fruitful ongoing conversations within teams
- Further reading suggestions along with recommended videos and articles – linked via your intranet or using online learning platforms such as MOOCs (Massive Online Open Courses) or mobile applications

Follow up:

- [Evaluation](#)
- Refresher workshops, also prompting further avenues of development
- Consultation on your internal processes (such as your reward initiatives and appraisal systems)

“Steps understood what we needed and I really liked the sense of team spirit – It felt like a true partnership.”

Paula Rochford, Learning & Development, BP

Contact Details

Steps
Suite 10, Baden Place
Crosby Row
London, SE1 1YW

T: +44 (0) 20 7403 9000
E: mail@stepsdrama.com
W: www.stepsdrama.com

Steps Drama Learning Development



@stepsdrama

