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# Change Management Program

## Positive transformation with co-design and health

How do your employees deal with change? What is the state of their emotions and motivations? How do you help your managers strengthen their leadership? What are you doing to promote your teams' success?

Hôpital de La Tour and Julhiet Sterwen Switzerland offer you a complete change management program to meet the challenges facing your company today while coming out of this unprecedented crisis. Together, over just two days, our institutions will help you brainstorm with your teams to make the most of the opportunities and transform your organization.

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### Who we are

Hôpital de La Tour is a private and independent leader in the health care industry. It stands out for the expertise of its medical teams and its quality-centered approach to care.

Julhiet Sterwen Switzerland is a change-facilitation start-up focused on human needs. JSS is known for its innovative approach, which is entirely customized to the specific needs of each company and its individuals.

## WHAT WE'RE OFFERING

Over two days, You will experience two memorable, interactive, people-focused days, structured around three themes. The objective is to stimulate your teams' momentum with respect to loosening lockdown restrictions.

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### Listen

Feel your organization's pulse by uncovering its level of energy and engagement through our pulse survey

Take care of your teams through a day of discovery and learning

### Learn

### Co-develop

Get your teams involved in building the organization of tomorrow during a co-design day

# LISTEN

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## Our pulse survey is built on:

- 10 qualitative interviews with key contributors
- A short survey involving the entire staff

**What is invisible is sometimes hard to detect.** For that reason we suggest performing a survey to evaluate the state of teams' emotions and motivations in a time of uncertainty and change. It will allow us to take your teams' pulse by analyzing different aspects: emotions, needs, fears, management, positive points, information levels, etc.

**By including your employees in diagnosing their needs,** you create an inclusive partnership with them and begin to build a new world together. You not only encourage their engagement but above all, you increase the chances of responding in ways that correspond to their specific situation. Their level of engagement and confidence in the company will only come out stronger.

**Survey responses will be analyzed** and show the general trend of the company and each department. That is how we will refine our understanding in order to meet your needs appropriately and with greater precision. We will then formulate recommendations based on the five dimensions of our change management method: human data / analytic data / governance / communication / adoption (anchoring) of new behaviors.

# LEARN

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## Our discovery day consists of:

- Health presentations for taking care of oneself and one's team
- Training sessions about managing in a new context
- Workshops for making the most of past opportunities and building the future

**Through a series of presentations given by doctors and health experts,** your teams will expand their knowledge on various themes, a few examples of which are listed below. 60 to 90 minutes long, each session will be experimental and interactive.

- How to manage emotional stress (Psychologist)
- How to avoid injuries when resuming a sports activity (Sports medicine specialist)
- How sports help care for your brain (Sports medicine doctor)
- How physical activity contributes to staying in good health (Sports medicine doctor)
- How eating right promotes balance (nutrition and metabolic activity) (Dietitian)

**The day will end with a management training session** provided by change experts and leadership trainers. Several themes will be discussed in interactive workshops and group discussion groups, each 60 to 90 minutes long.

- How to take care of yourself and your team
- How to manage in uncertain times
- How to become a positive leader
- How to transform observations from the crisis into opportunities
- How to design your future organization

# CO-DEVELOP

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Our co-design day will help you define:

- Your goals
- What else you want and how to achieve it

**Thanks to change management workshops** that use the appreciative inquiry method, you will involve your employees in changes through a positive, inclusive, participative, and autonomous approach.

**At the same time, we will invite you to innovate**, design, test, and transform your organization thanks to a design-thinking workshop.

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## PRACTICAL INFORMATION

Our rate adapts to your company needs. Don't hesitate to contact us for a customized offer.

### For further information

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