Visual Management

Title of Course:	Visual Management	Length of Course (# of Hrs/Days):	16 hrs/ 2 days
Total Price of Course: Price Per Participant		Minimum Number of Participants:	12-24

Description

Visual Management provides an in-depth view of how to successfully implement an organizational transformation using the revolutionary concept known as Visual Management. This concept involves combining generally accepted management principles along with fine arts principles to: 1) connect employees to the mission; 2) focus attention on performance improvement; 3) celebrate employees and customers; 4) share information to an unprecedented degree; 5) hold employees accountable in a fair, honest and open way; and 6) shape the outside world's view of an organization. Course content includes a review of the primary forces that are causing organizations to become more visual, exercises to teach students how to think more visually, the overall models and tools behind visual management (particularly organizational design, human resources management, and fine arts), emphasis on how visual management helps organizations to improve performance, and a discussion of organizations who use this concept. Participants will also learn the six-step process for implementing visual management in an organization. This workshop is highly interactive and experiential. Participants will engage in a visual management exercise that accurately depicts the challenges and opportunities with an organizational change. Because of its modular nature, this workshop can be shortened, lengthened, or spread out based upon the needs of the agency or agencies. Workshops can be delivered in standard form or can be carefully customized and tailored to specific client needs and cultures.

Who should take this course?

- Federal, Tribal, Government or Civilian Agency leaders and employees who will be involved in a cultural change effort, transformation, or implementing strategic initiatives and who want to improve performance.

What participants will gain:

This workshop will provide the skills, knowledge, and expertise necessary to transform an organization using visual management principles. Templates and tools will be provided that will enable participants to return to their organizations confident and excited about redesigning both their physical plant and more importantly, their organizational culture. This workshop is noted for its high impact nature in terms of knowledge retention and skill application. It is founded upon a proven, three-phase approach to learning:

- Phase 1: Workshop preparation (pre-reading of material regarding visual management)
- Phase 2: Workshop event (training event)
- Phase 3: Post-Workshop application (implementing visual management within their own organization.)

Course Content

Overview of Visual Management
- Examine the forces that are driving societal changes and understand why visual is important
- Learning to think visually
- What visual management is, and what it is not

The Foundations Behind Visual Management
- Review human resource management concepts, tools and techniques and how they relate to visual management
- Learn the basic principles of fine arts (color, design, etc.) and how they can be successfully integrated into the workplace

Case Studies: Who Uses Visual Management and Why?
- A look at organizations using visual management; including photos and other relevant information
- Discussion of individual organizations and their use of visual management

Transforming Through Visual Management
Provide a detailed description of the six phases of visual management:

Implementing Visual Management
- Small group work to design a visual management organization
- Learn the cost in time, energy and money of undergoing such a change
- Identify and work through potential labor relations and HR issues

Is Visual Management Right for You?
- Explore what visual management is and what it is not
- Discuss realistic expectations for visual management and next steps