



## Designing Enduring Organizational Change—A Participatory Roundtable

Rick Diamond & Christopher Payne, Lawrence Berkeley National Laboratory

Wednesday, November 20<sup>th</sup>, 1:00 – 2:30 pm

This course is offered at no charge to conference attendees.

The workshop is limited to 40 attendees—please sign up early.



**Workshop Description.** In this interactive roundtable, the organizers will first present eight basic principles of enduring organizational change and the “Roles, Rules, and Tools” model for implementing those principles, illustrated by 2-3 case studies drawn from the public and private sector. Participants will be assigned to teams that represent different organization types to engage in structured group exercises to explore the principles in either pre-assigned situations, e.g., developing new rules for green procurement, establishing sustainable transit options for staff, empowering building operators to adopt sustainable practices, etc., or areas of focus that they select. Team members will then apply the “Roles, Rules, and Tools” model to their team situation, and

develop plans for achieving lasting change in their team’s organization. Participants can use examples from the previously presented case studies, their own experiences, or other sources. After brief reports from the teams, participants will be able to share their ideas for how they will improve their own efforts in making sustainability “business as usual” for their organization.