

Designing Enduring Organizational Change: A Participatory Roundtable
Rick Diamond and Christopher Payne, Lawrence Berkeley National
Laboratory and Elizabeth Malone, Pacific Northwest National Laboratory
Wednesday, December 10th
1:00 pm – 4:00 pm
Fee: \$40



In this workshop, participants will learn:

- Summary of the eight basic principles of organizational change
- How to use the "Roles, Rules, & Tools" framework for your own organization change activity
- Lessons learned from 2-3 case studies of organizational change--drawing on examples from previous BECC workshop participants
- How to apply the principles and lessons learned in group scenarios.

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.

Who should attend:

People who participated in the workshop at previous BECC conferences--and who gave it high marks--came from a diverse background, including the public, private, and academic sectors. The public sector was represented by staff from several cities as well as sustainability staff from federal agencies. Private sector was represented by sustainability staff from industry, e.g., Boeing, software companies, and consultants. The academic sector was represented by both facility staff with responsibility for sustainability as well as academic researchers. There was also a large international contingent, including students and researchers.