

## Creating Effective Organizational Change: A Five-Step Framework Christopher Payne, Lawrence Berkeley National Laboratory

**Sunday November 17**

**1:00 pm – 4:30 pm**

**Offered at \$75 (includes 1 break)**

### **What to expect:**

This interactive workshop is designed to assist participants in moving beyond individual models of behavior change towards creating organizational change to achieve sustainability goals and maintain these achievements over time. The Five-Step Framework for Organizational Change walks program designers through developing and implementing an action plan that is based in organizational change theory. Participants will work together to apply the Framework to realistic scenarios and learn how to improve the effectiveness of action plans using eight social science-based principles. As a result of this workshop, participants will:

- Become familiar with theories of behavior and organizational change
- Learn how to use FEMP's Five-Step Framework for Organizational Change
- Be able to diagnose the organizational context (roles, rules, and tools) and use these findings in designing action plans
- Identify strategies to increase the effectiveness of sustainability efforts by incorporating eight social science-based principles.

**Workshop format:** Lecture, discussion, case studies, hands-on exercises

### **About the instructor:**



Christopher Payne is the Group Leader for the Sustainable Federal Operations Group, which provides policy and technical support to headquarters staff in several DOE offices. In addition to these administrative duties, Christopher leads an LBL project team in support of the Federal Energy Management Program's Energy Efficient Product Procurement program. The Federal Government is the largest volume buyer of energy-consuming products in the world. By procuring energy-efficient products, Federal buyers can reduce energy consumption and achieve cost savings. The aggregate effect of these purchasing decisions is enormous.

Christopher is also part of a multi-Lab team providing institutional change support to federal agencies implementing their Strategic Sustainability Performance Plans.