

Dealing with Covert Processes at Work

Bob Marshak

Consultant, author of *Covert Processes at Work: Managing the Five Hidden Dimensions of Organizational Change*, and Scholar in Residence, American University, Washington, DC.

April 28, 2007, Saturday

8:30 AM – 4:00 PM

PCOM, City Avenue, Philadelphia

Directions to PCOM: www.pcom.edu

Register Early. Space is limited.

Purpose: To increase your ability to deal with the hidden dimensions of individuals, groups, and organizations.

- The Covert Processes Model™, a multidimensional framework for understanding the hidden dimensions and dynamics of individuals, groups and organizations
- Literal and symbolic methods for diagnosing and dealing with covert processes
- The basic keys and strategies for working with covert processes

Outline:

Why are Things Covert?	Five Basic Keys and Four Approaches to Engage Covert Processes
The Covert Processes Model™	Exploring Covert Beliefs and Mindsets
Six Dimensions of Change	Politics and Ethics
How to “See” Hidden Dynamics: Literal and Symbolic Diagnosis	Key Guidelines

Robert J. Marshak, Ph.D. has led a double-life as a practitioner and scholar of organizational change. He has worked for more than 30 years as a consultant and executive with global corporations and government agencies to plan and manage change, develop new strategies and structures, challenge limiting mindsets, and work cross culturally. Bob is noted for his strategic and incisive thinking, skill at reading organizational dynamics in multi-dimensional ways, and ability to cut to the core of situations and issues. Bob is also the co-creator of the *Dealing with Covert Processes Workshop* which for more than fifteen years has helped managers and consultants learn more about the hidden dimensions of individuals, groups, and organizations.

Registration: Early registration: *Payment required by April 20th*

All participants will receive a copy of Bob's book:

Covert Processes in the Workplace: Managing the Five Hidden Dimensions of Organizational Change

	Advance Reg.	Day of Event
AU/NTL Grads.	\$125	\$150
PRODN Members	\$125	\$150
Students (ID Req.)	\$125	\$150
Guests	\$175	\$225

2 Steps to Register:

1. Provide your name & phone number via www.prodn.org or email office@prodn.org
2. Send your check payable to PRODN to: PRODN Office, P.O. Box 2322, Cherry Hill, NJ 08034

Questions? Email office@prodn.org