

**The 1 Day 2017 Odyssey Program will be held in collaboration with TOCSA, on the 20<sup>th</sup> October 2017 in Cape Town, South Africa.**



# The Odyssey Program

*Finding YOUR own bottleneck...*

## **What can really limit us from improving our lives and organizations?**

Dr. Eli Goldratt, the creator of Theory of Constraints and best selling author of THE GOAL, claimed that our scarcest resource – our bottleneck - is not lack of time or information or even money, but rather our limited attention. This is simply because the number of things that demand or could benefit from our attention – both at home and at work - will always exceed our available attention.

Unresolved problems, expectation gaps and conflicts at home and at work –issues that can hang over us like dark clouds - can really put a strain on our limited attention; negatively impacting our happiness, our harmony with others and our capacity to achieving those goals we really care about.

## **Happiness + Harmony = Higher Productivity**

New research from fields such as Behavioral Economics and Positive Psychology, support Goldratt's claim and have shown to what extent resolving stressful expectation gaps and conflicts with those we live with and work with can measurably increase our productivity at home and at work. As a result, more and more organizations are investing in providing their managers and employees with professional coaching support and training to better understand their own and other's resistance to change and to help them to resolve their Change vs. Not Change conflicts at home and at work.

## **But what really block us from resolving such important issues and conflicts ourselves?**

Well, whenever we make decisions about what to change in our lives or organizations and what not, we base it on assumptions. Some of these assumptions are very useful and help us make the right decisions and sometimes achieve what we thought was impossible. Some of our assumptions however, are not that useful. They can limit us from setting and achieving ambitious targets, cause us to get stuck and even cause us to repeat decision mistakes at work, at home and in our relationships.

To help someone solve their own stressful expectation gap and conflicts, require a process that can help them identify and challenge such limiting assumptions themselves. The Odyssey Program provides managers and employees with just such a step-by-step process; a process that have been field tested around the globe over the past decade. The process, developed by Dr. Alan Barnard for his PhD, builds upon the work of Dr. Eli Goldratt and other giants in the fields of Behavioral Economics and Positive Psychology. It is a simple, yet robust process that can help anyone find and challenge those FEW assumptions that can waste our own bottleneck – our limited attention – and in turn, enable us to find ways to improve our happiness, harmony and productivity at home and at work.

**Discover the latest research on how to improve happiness, harmony and productivity at home and work, and learn how to apply a simple, yet powerful thinking process to find and overcome those assumptions that can limit any of us from achieving this objective.**

The Odyssey Program starts with an overview of the latest insights from Theory of Constraints and other relevant research fields to help attendees understand why we all resist change and why change is so hard despite our best intentions. Attendees will then be introduced to the Change Matrix Cloud process, which they will apply using HARMONY™ software, with the guidance of experienced Odyssey Alumni, to answer the following questions on any unresolved issues they face:

### **Step 1 - WHY CHANGE:**

The Odyssey process start with reflecting on what change you really want to make in ONE aspect of your life/organization and what has made it difficult to actually make this change – e.g. those personal or work issues or expectation gaps that’s been hanging over you like a dark cloud. To ensure you don’t waste any time on unimportant issues, you’ll learn how to use simple IF... THEN... logic to validate that this issue, if it remains unresolved, will have negative consequences for you, those you care about and (if work related) your organization. *This step will help answer the question of **Why Change**.*

### **Step 2 - WHAT TO CHANGE:**

A common mistake when dealing with unresolved issues is to immediately look for a solution or to find someone to blame. Any solution is just one side of a conflict. In this step, you will learn a simple but powerful process called the Change Matrix Cloud (CMC) to help you understand the underlying conflicts and possible wrong assumptions that can cause you (and others) to resist making good changes or over-react and make bad changes. The CMC method achieves this objective by helping attendees to expose hidden assumptions of the Pros and Cons of making their desired Changes AND the Pros and Cons of Not Changing. By exposing these sometimes conflicting frustrations, desires, fears of loss and risks, attendees will discover the assumptions to challenge to answer **What to Change**.

### **Step 3 - TO WHAT TO CHANGE:**

We all have biases that can block us from challenging our own assumptions. In this step, attendees will learn 4 simple methods that has been proven to be effective in overcoming our biases and enabling us to find 4 alternative WIN:WIN solutions to the conflicts we and others face at home or work. These 4 methods not only exposes those FEW assumptions that keep you/them in conflict but also guides you through the process to challenge these and find the *actionable* next steps to answer **To What to Change**.

### **Step 4 - HOW TO CAUSE THE CHANGE:**

There are many “yes, buts” that can prevent us from implementing a new win:win solution. These “Yes, buts” can include concerns about the insufficiency of our new breakthrough to ensure it will really be a win for all stakeholders, concerns about potential risks or unintended negative consequences of our new breakthrough, or simple concerns about obstacles that can block us from implementing the breakthrough. In this step, attendees will learn how to predict and identify their own and other’s valid “yes, but” and use these to find the additional changes to turn a potentially “half-baked solution” into fully baked breakthrough solution and to develop a sequenced implementation plan of actionable next steps that answers **How to Cause the Change**.

### **Step 5 - HOW TO MEASURE THE CHANGE AND ACHIEVE CONTINUOUS IMPROVEMENT:**

Many times we don’t take the time to capture and communicate our full analysis in a way that will allow other stakeholders to help validate its assumptions and/or help decide how we will measure whether the new breakthrough have in fact helped to resolve the issues or close those expectations gaps critical in answering **How to measure the Change and achieve continuous improvement at home and at work**.

**Pricing: ZAR 3495 or ZAR 2795 (for 2 or more delegates from one company or academics/students)**

To register, or for more information about the Odyssey program go to [www.tocodyssey.org](http://www.tocodyssey.org) or contact  
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