

Change Theory Program for Teams & Enterprises

Mobaderoon, a civil and commercial training company registered in Commercial Register No. /6/ bears a societal responsibility within a vision that works on “building trust and understanding to support and sustain peaceful coexistence” by providing research and training work in all its forms, developing the administrative capacities of institutions and teams, and completing studies and surveys, workshops and conferences in the field of raising awareness and community support.

In its work, Mobaderoon follows developed approaches to empower individuals and groups with specialized knowledge that matches their local needs and enables them to activate their roles in their societies in all areas of their work.

Mobaderoon has been the fruit of diverse knowledge since 2009, and this knowledge is shared through providing consultations and training programs, which serve the needs of capacity building at several levels, including programs that support youth and leaders, programs that support children and adolescents, and programs that support owners of social initiatives and projects. Mobaderoon provides its training and advisory services to:

- Organizations, institutions and associations of civil society.
- Companies and commercial establishments affiliated with the private sector.
- Teams, individuals and entrepreneurs.

Awards:

Mobaderoon is proud of the recognition by many international bodies for its programs and services. Mobaderoon was awarded the following awards:

1. Livia Foundation Prize 2014 for its work in peacebuilding.
2. The Economic Citizenship Award in 2017 for its work with street children.
3. The 2019 Facilitation Gold Award for its pioneering use of facilitation in its programs to create positive change.

What is the Change Theory Program for Teams & Enterprises?

This is an interactive program about change theory and its concept that helps teams and enterprises design or develop their own change theory.

Expected Outcomes

- To have an understanding and knowledge of change theory and its uses for teams and enterprises.
- Getting to know the elements and components of change theory.
- Design or development of enterprise's change theory.

Program Learning Journey

- **1st Day:** keys to change theory, main elements, analysis of current state, and determination of change that the enterprise looks forward to.
- **2nd Day:** main enterprise intervention strategies, and long-term & short-term changes.
- **3rd Day:** determination of change courses and main assumptions of theory, as well as the composition of the theory narrative and the visualization of change.

Participant Selection Criteria

- Strategic decision makers in the enterprise (institution) (Board of Directors – Trustee Board).
- All enterprise (institution) main teams must be represented.
- Volunteers and voluntary teams of the enterprise (institution) (if applicable).
- All participants must be knowledgeable enough of all the enterprise (institution)/team work or the implemented activities.