

DISRUPTIVE INNOVATION & SOLUTIONS IN CHANGE (D.I.S.C.)



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Introduction

Change programs fail when they treat disruption as a threat to manage rather than a force to work with. The most effective organizations pair disruptive thinking with structured change solutions, so new ideas survive the journey from concept to adoption. This Disruptive Innovation & Solutions in Change (D.I.S.C.) Training Course gives participants both sides of that equation. Furthermore, it covers disruption diagnosis, business model experimentation, change architecture, stakeholder alignment, and the measurement that proves value. Participants also learn to lead resistance, sustain momentum, and embed change into daily operations. As a result, they leave able to turn disruption into a designed, adopted, and lasting solution.

Disruptive Innovation & Solutions in Change (D.I.S.C.) Course Objectives

- Explain disruptive innovation theory and recognize emerging disruption patterns.
- Diagnose organizational change readiness using structured assessment models.
- Distinguish technical problems from adaptive challenges using the Cynefin framework.
- Apply Kotter's eight-step model and the ADKAR framework to change programs.
- Design disruptive solutions using design thinking and business model canvases.
- Test solutions through prototyping, pilots, and lean build-measure-learn cycles.
- Map stakeholders and build coalitions that support new initiatives.
- Lead resistance with structured communication and engagement plans.
- Measure change adoption using ADKAR progress and performance indicators.
- Embed solutions into operations with training, policy, and governance.

Course Methodology

- Interactive workshops built around participants' real change initiatives.

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- Guided diagnosis using disruption and change readiness frameworks.
- Simulation of change programs with stakeholder role-play.
- Business model and prototype design exercises.
- Case studies of transformation successes and failures.
- Action planning that links each tool to the participant's own change agenda.

Who Should Take This Course

- Change and transformation managers and programme leads.
- Senior managers sponsoring disruption and renewal initiatives.
- Innovation leaders translating ideas into adopted solutions.
- HR and organizational development professionals supporting change.
- Strategy and continuous improvement specialists.
- Consultants facilitating transformation programmes.

Disruptive Innovation & Solutions in Change (D.I.S.C.) Course Outlines

Day 1: Disruption and the Case for Change

- Defining disruptive innovation and its core mechanisms.
- Identifying low-end and new-market footholds.
- Recognizing why capable organizations resist change.
- Assessing change readiness with structured models.
- Distinguishing technical problems from adaptive challenges.
- Building the business case for change.
- Completing a personal change-readiness assessment.





Day 2: Designing Disruptive Solutions

- Applying design thinking to change challenges.
- Using jobs-to-be-done analysis to define real needs.
- Building solution options with the Business Model Canvas.
- Applying the four-box framework to opportunity screening.
- Designing prototypes at suitable fidelity.
- Running low-cost experiments with clear hypotheses.
- Drafting a solution concept for review.

Day 3: Change Architecture and Planning

- Applying Kotter's eight-step model to real programmes.
- Using the ADKAR framework to plan individual change.
- Building change roadmaps with milestones and owners.
- Setting governance, sponsorship, and steering structures.
- Planning communication and engagement sequences.
- Anticipating resistance sources and mitigation actions.
- Drafting a change roadmap.

Day 4: Stakeholders, Communication, and Resistance

- Mapping stakeholders using power-interest analysis.
- Building coalitions and champion networks.
- Crafting messages that address fears and benefits.
- Running structured engagement conversations.
- Handling resistance with empathy and evidence.

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- Supporting middle managers as change enablers.
- Practicing change conversations in role-play.

Day 5: Adoption, Measurement, and Embedding Change

- Measuring adoption with ADKAR progress indicators.
- Tracking performance metrics and benefit realization.
- Running pilots, reviews, and course corrections.
- Embedding change through training and policy updates.
- Building continuous improvement routines.
- Reviewing programme results and lessons learned.
- Preparing a 90-day change action plan.

Conclusion

By successfully completing Disruptive Innovation & Solutions in Change (D.I.S.C.), participants will gain the knowledge to recognize disruption, design solutions that fit real needs, and lead change through structured architecture and engagement. They will acquire skills in disruption diagnosis, solution design, change planning, and adoption measurement that apply to transformation programmes of any size. Gentex Training Center builds this course around participants' own initiatives, so learners return ready to deliver change that people adopt and keep.

FAQs





Q1 What is the "Disruptive Innovation & Solutions in Change (D.I.S.C.)" course about?

It combines disruptive innovation thinking with structured change management. The course covers disruption diagnosis, design thinking and business model design, Kotter and ADKAR change frameworks, stakeholder and resistance management, adoption measurement, and embedding solutions into operations.

Q2 What are the key benefits of the "Disruptive Innovation & Solutions in Change (D.I.S.C.)" course?

Participants design solutions that address real needs rather than assumptions, and they lead change with a plan instead of urgency alone. They also reduce resistance, protect momentum through long programmes, measure adoption honestly, and embed new practices so gains persist after the programme ends.

Q3 What skills will I gain from the "Disruptive Innovation & Solutions in Change (D.I.S.C.)" course?

You will gain disruption and change diagnosis, disruptive solution design, change architecture and stakeholder engagement, and adoption measurement and embedding. These four skills work together to move an initiative from disruption pressure to sustained, adopted practice.



Q4 What tools, methods, or standards are covered in the "Disruptive Innovation & Solutions in Change (D.I.S.C.)" course?

The course covers disruptive innovation theory, the Cynefin framework, the four-box framework, design thinking, jobs-to-be-done analysis, the Business Model Canvas, the value proposition canvas, Kotter's eight-step model, the ADKAR framework, power-interest stakeholder mapping, change roadmaps, prototype and pilot testing, lean build-measure-learn cycles, and benefit realization metrics.

Q5 How is the "Disruptive Innovation & Solutions in Change (D.I.S.C.)" course applied in real-world practice?

Participants assess change readiness in their own organization, design a solution concept and prototype, and build a change roadmap using Kotter and ADKAR. They practice stakeholder conversations and resistance handling through role-play, then complete a 90-day plan for leading their initiative.