

# Race to the South Pole

an intoxicating case study on change management lessons from 3 explorers



## Activating Change Management

There is no better way to learn the concepts of change management than through the use of 'the race to the south pole' and "SWITCH" by Dan & Chip Heath.

**1**

**Direct the Rider**

Critical Moves

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**2**

**Motivate the Elephant**

Help Others Grow

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**3**

**Shape the Path**

Change to Environment

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### The 3 Antarctic Explorers:



**Ernest Shackleton**  
England



**Roald Amundsen**  
Norway



**Robert Falcon Scott**  
England



At Operation Explore, we have been using the epic story of “the Race to the South Pole” for over a decade. It is such a compelling story that our clients really love. This year we have stepped it up a notch and designed it around change management using: “Switch - how to change things when things are hard”. This is one of our most dog eared books on change management. We worked with one of our colleagues, Roger Woodgate, from England (a talented learning architect). We have created a card set and application of *Switch* Concepts that are very accessible. Participants walk out of the session with a new toolkit and perspective on managing change as well as the application of the tools for themselves in the workplace.

Learning from Exploration of the South Pole ... an unforgiving, constantly changing land ...

### Basic Agenda:

Introduction to Switch Concepts/Tools

Video Case Study of the Race to the South Pole

Application of Switch Toolkit to the Video Case Study

Application of Switch Toolkit to Workplace

**“Difficulties are just things to overcome, after all.”**  
**Ernest Shackleton**

**“Every day some new fact comes to light - some new obstacle which threatens the gravest obstruction. I suppose this is the reason which makes the game so well worth playing.”**  
**Robert Falcon Scott**

**“Adventure is just bad planning”**  
**Roald Amundsen**



### ABOUT OPERATION EXPLORE:

Operation Explore is an experiential organizational development organization. We help with creating the right culture or environment - what you will learn from this story is how we can learn from history and from the most heroic explorers. Ernest Shackleton was a man ahead of his time. He understood the importance of culture and was able to save all of his men from absolutely impossible odds of certain death. This is just one example of the many stories that we utilize in our transformational work. We will use this historic story to share completely relevant lessons for today.

**‘changing organizations, one interaction at a time’**

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