

## Methodological tool: < The Four P's >

Number of methodological Tool	EUPANEXT_LO_165_M_001
Work Area Code and Title	21 Innovation and Change
Unit Code and Title	5.7 DEMONSTRATE OPENNESS TO CHANGE
Learning Outcome Number and Title	LO165: Demonstrate a positive and flexible attitude towards change.
Objective of the methodological tool	After the completion of this activity, participants will be able to: <ol style="list-style-type: none"> <li>1. Demonstrate ability to persuade senior executives to receive good support for changes to be implemented.</li> <li>2. Argue for the need for innovation and change within the organization.</li> <li>3. Communicate successes throughout the organization, so that everyone understands the positive impact of a change.</li> </ol>
Approximate Time needed for the completion of this exercise	10 min.
Individual or group exercise	<input type="checkbox"/> Individual <input checked="" type="checkbox"/> Group
Type of methodological tool	<input type="checkbox"/> Written exercise <input checked="" type="checkbox"/> Group exercise <input type="checkbox"/> Video analysis <input type="checkbox"/> Simulation <input type="checkbox"/> Multiple choice <input type="checkbox"/> Group exercise with cards <input type="checkbox"/> Exercise using ICT <input type="checkbox"/> Role play <input type="checkbox"/> Group discussion <input type="checkbox"/> Case study <input type="checkbox"/> Creative Group Work
Description of the exercise/Procedure	Start this exercise with a large whiteboard or flip chart. Create four columns and label them left to right: Project, Purpose, Particulars, and People. Then, have your group fill in each column.
Exercise is accompanied by	Attachment 1 EUPANEXT_LO_165_M_001_Att_1
Exercise solution	Attached
Other comments to the trainer	Provide any other necessary information to the trainer

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