

# Thriving in Change

The ability to lead change and thrive in ambiguity is the differentiator of successful leaders and organizations.

**Are you ready?**



## Interactive change workshops for Leaders and Teams

*"Wave Makers are comfortable with ambiguity. They find the way forward."*

*- Make Waves: Be the One to Start Change at Work & in Life, by Patti Johnson*



## Change Workshops

Each half day workshop mixes trusted change concepts with emerging trends. You'll learn how to translate these concepts and practices to impact change in your organization. Together, we'll have an interactive discussion about how change really happens and incorporate real-life action planning.

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### Leading Change that Works

*Change Fundamentals for Leaders*

#### **Change takes a different brand of leadership skills.**

Times of change call for those who step out and lead even when there is uncertainty and the path isn't yet clear. But, first, understand trusted practices and frameworks that will increase your likelihood of success and create momentum for changes ahead. Learn new trends and how they impact leading your change.

### Be a Change Activator

*Contribute to Building the Future*

#### **Everyone has a role to play in a change.**

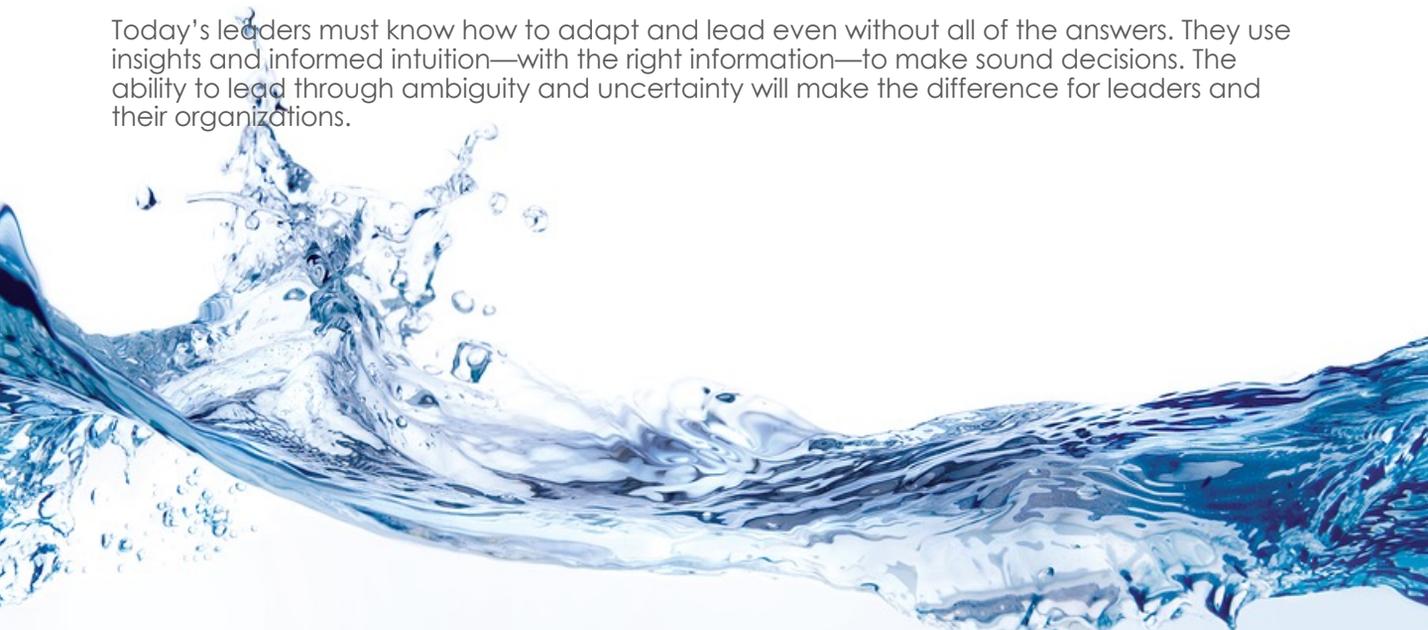
Anyone with the right mindset and strategies can be a contributor to change – a difference maker. In fact, you may have an idea—even if small at first– that will have a big impact on the organization's success and your own satisfaction. Business today needs more voices who contribute and offer their ideas.

### Managing Ambiguity

*How Smart Leaders Thrive in Change*

#### **Today's leaders must be effective especially in times of uncertainty and ambiguity.**

Today's leaders must know how to adapt and lead even without all of the answers. They use insights and informed intuition—with the right information—to make sound decisions. The ability to lead through ambiguity and uncertainty will make the difference for leaders and their organizations.



# Leading Change that Works

## Change Fundamentals for Leaders

### Change takes a different brand of leadership skills

Times of change call for those who step out and lead even when there is uncertainty and the path isn't yet clear. But, first, understand trusted practices and frameworks that will increase your likelihood of success and create momentum for the changes ahead. Learn new trends and how they impact leading your change.

### This workshop fits leaders that:

- Are beginning a period of extensive change
- Need a common language for approaching a change
- Must understand how to engage others to realize the desired change
- Need tools and a framework to approach a change vs. ongoing work

This workshop explores noted change methodologies, as well as principles from Patti Johnson's book, *Make Waves*, and how to utilize them in leading your change.

### Participants will:

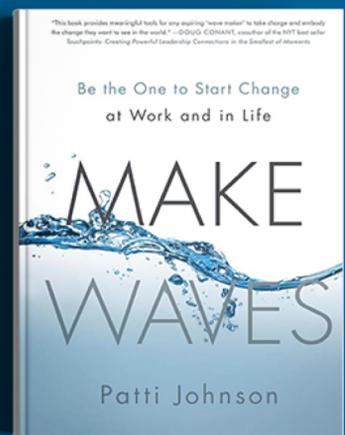
- Understand how sustainable change starts relative to other work
- Identify key practices that will affect how you lead change
- Learn the flow and framework for a successful change based on research
- Understand key trends affecting change and how to apply them
- Learn and apply the Wave Maker DNA of those who start and lead changes successfully
- Create a personal action plan for becoming a prepared change leader

### Target Participant

Leaders and managers that play a role in developing or leading organizational change

### Workshop Details

- Is a half day workshop
- Is very interactive and discussion oriented
- Includes a copy of *Make Waves* for participants
- May be expanded to a full day if organization specific planning is added



# Be a Change Activator

## Contribute to Building the Future

### Everyone has a role to play in a change

Anyone with the right mindset and strategies can be a contributor to change—a difference maker. In fact, you may have an idea—even if small at first—that will have a big impact on the organization's success and your own satisfaction. Business today needs more voices who contribute and offer their ideas.

### This workshop fits organizations that:

- Want more employees contributing to changes in your organization
- Will continue to face ambiguity and uncertainty in your industry
- Are too reliant on what worked in the past and want to accelerate adaptation to the changing workforce
- Must create sustainable change across the organization
- Want to grow more change activators and Wave Makers in your organization

### Participants will:

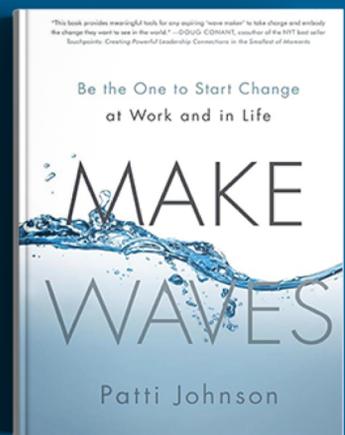
- Learn the DNA of Wave Makers and how to apply in your work and life
- Understand how thoughts can get in the way (fears, perfectionism, procrastination, etc.)
- Identify behaviors that help your ideas spread
- Identify when you need engagement from others and how to foster it
- Create an action plan and get started

### Target Participant

Anyone who can be a contributor to change

### Workshop Details

- Is a half day workshop
- Is very interactive and discussion oriented
- Is designed to support leaders in engaging their teams to contribute
- Includes a copy of *Make Waves* for participants



# Managing Ambiguity

## How Smart Leaders Thrive in Change



### Today's leaders must be effective in times of uncertainty and ambiguity

Smart and effective leaders know how to adapt and lead without all of the answers. They use insights and informed intuition—with the right information—to make sound decisions. The ability to lead through ambiguity and uncertainty will be the difference maker for leaders and their organizations.

### This workshop is for leaders that:

- Anticipate continued change in their industries and their markets
- Plan to continually introduce or be impacted by consistent change
- Will face increasing ambiguity and uncertainty
- Need to develop new leadership capabilities to deal with changing environment and market

### Participants will:

- Understand our innate reactions to ambiguity and the impact on our decisions
- Learn the two key factors for facing ambiguity: reduce it or become more comfortable with it
- Understand the profile of Wave Makers that thrive and start needed change
- Learn how to incorporate change without sacrificing process and structure
- Set goals for how to increase capability for managing ambiguity

### Target Participant

Leaders and managers that play a role in designing or leading organizational change

### Workshop Details

- Is a half day workshop
- Is very interactive and discussion oriented
- Includes a copy of *Make Waves* for participants

