



CREATE BREAKTHROUGHS IN HOW PEOPLE LEAD AND DRIVE CHANGE

LeaderShift Insights® **Driving Sustainable Change Workshop** is based on the notion an organization's ability to drive sustainable change is directly proportional to how well it anticipates and manages the transitions people must make to get to the future state. This actionable program enables change agents to identify and execute the real work required to drive organizational change. The workshop introduces concepts and a framework that enables participants to both plan and execute the work of 'how' to execute change, rather than relying on theoretical 'change models' (the 'what').

Change Management is anticipating and managing the transitions stakeholders must go through to drive change.

The Driving Sustainable Change Workshop directly addresses the root cause of why 80% of projects fail and enables leaders to 'get it right the first time' when implementing change. Leading with simple and down to earth concepts and an easily adopted set of tools that can be integrated into a project enables leaders to ensure that organizational changes are effective and sustainable with minimal disruption. This approach eliminates rework, reduces resistance (and the time spent dealing with it), and decreases the need to 'sell' changes after the fact to stakeholders who may not be vested in changing .

Work On What's Important to You

This workshop is unique in that much of the time is spent applying new skills to making progress and real changes in your organization. Participants (or the organization) will bring cases to the program that represent real, meaningful change challenges that matter to their organization and leave with a plan to address these changes. The program may also be customized to include both customer and internal client input or large scale change affecting the organization.

This program includes access to the revolutionary LeaderShift Insights® *Transition Toolkit* (Description follows). These change management tools enable leaders to build and execute a complete, actionable transition plan that works. The toolkit was created to ensure that organizational change works the first time in a logical uncomplicated way. The tools are simple enough to be embedded into the daily work of a project team and represent all you need in one place to drive sustainable change on small and large scale projects.

EXPECTED OUTCOMES **Critical change concepts to drive breakthrough thinking**

- Leveraging the **Influence Model** to drive change
- An understanding of change and transitions and how managing them differently impacts the ability to drive change
- A pragmatic way to anticipate transitions stakeholders will go through and how to support them to sustain the change

Integrated toolkit to get change 'right the first time'

- Learn to leverage and integrate existing work into the LeaderShift Insights® Transition Toolkit, a proven approach to planning and executing any size organizational change
- A framework to structure and shape the way they drive small and large scale change

Practical strategies and tools to apply immediately

- Take the mystique out of change management with a simple, replicable and 'lite' approach that can embed into any project
- Strategize, plan, and execute large-scale, rapid organizational change initiatives
- Clearly define changes, identify who is impacted, and the transitions they will go through
- Build plans to support stakeholder transitions
- Measure and coach direct reports and project teams on the sustainability of change efforts

Progress in the room

- Cases driven workshop ensure that real progress will be made on a current change that matters to the organization



LEADERShift[®]
INSIGHTS

LeaderShift Insights®, Inc. is a consulting firm with extensive experience aligning people and organizations to thrive in the face of change at some of the most successful and recognized brands in the world. We provide expertise in aligning and developing organizations and leaders at all levels, identifying and driving the capabilities needed to drive strategy, enabling sustainable change, and managing and developing talent to help you drive breakthrough results. With a relevant, customized approach, and alliances established with several premier specialized partners, our firm is well equipped to serve senior leadership teams of mid to large sized corporations and nimble enough to respond to smaller growth organizations.



INTEGRATED TOOLS TO DRIVE SUSTAINABLE CHANGE

The **LeaderShift® Transitions Toolkit** was created based on over twenty years of experience trying just about every change tool and model we could find. They were tested on all sizes of projects in nearly every industry and consistently came up short. The gap was a huge need for a toolkit that was:

1. **Simple** - didn't require lots of steps or decisions regarding which tools to use
2. **Integrated** – a logical sequence that could be housed all in one place
3. **Unobtrusive** – easily embedded existing work vs. requiring an entire 'change' workstream on a project

To often, we see companies building 'change teams'. Either centralized centers of excellence or dedicated project workstreams. **The LeaderShift Transitions Toolkit** was created to eliminate the need for change as separate work and use existing project resources to drive change. After all, that is what projects do.

This streamlined toolkit enables leaders to strategically build and execute a complete, actionable change plan that 'gets it right the first time' and integrates driving change into the existing project work. The plan helps clarify what's changing and who is impacted, anticipate the transitions they will go through, and capture actions to support them through the transitions required to drive and sustain change.

The **LeaderShift® Transitions Toolkit** provides a framework to organize information about a change in a simple, useable format that can be leveraged through the life of a project. It enables the team to prepare stakeholders to accept, embrace, and adopt the future state.

Any change effort tells a complete story, from understanding the current state to reinforcing changes after implementation. The toolkit drives a logical process for building that story, providing not only the big picture (what you are doing) but also specific direction for what to do at each step. All tools are scalable to any size project and enable you to build a case for change, identify what specifically needs to change, navigate through it, and measure success.

Embedded into the **Driving Sustainable Change** workshop, the toolkit is leverages **The Influence Model** to drive change and is taught hands-on. Participants will leave having learned the tool and new skills while making progress on an existing change in your organization.



Jennifer Eggers, a Managing Partner of LeaderShift Insights®, Inc. Jennifer is an innovative speaker, coach and consultant with significant HR and operational experience and a passion for creating insights that drive results. With a unique ability to weave personal and business experience into impactful lessons, Jennifer is known for driving behavior change and enabling leaders to improve their ability to drive team performance. She is also a recognized organization design expert and a creator of the RapidOD alignment system. A former Partner with Cambridge Leadership Group, Jennifer has held senior leadership roles at Bank of America, AutoZone and Coca-Cola Enterprises. She delivers introspective leadership workshops and has coached leaders at all levels with demonstrable results.

Keith Leust, a Managing Partner at LeaderShift Insights®, Inc., has over 25 years of experience in advising and helping business leaders in multiple industries drive the execution of strategy. With extensive experience in strategy, large-scale reengineering, technology implementation, human resources and change management, Keith has led significant organizational transformations. Prior to joining LeaderShift Insights®, Inc., Keith was a VP and Managing Consultant with Accelare, Inc., Director of Organizational Development at Motorola, VP of Business Transformation at Prudential, and Oracle consultant to UMB Financial.

THE INFLUENCE MODEL



LEADERSHIP TRANSITIONS TOOLKIT

Easy to use tools to enable project teams to :

- Clarify the case for change and get clear on what's changing
- Identify and understand stakeholders and the transitions they will go through
- Support stakeholders through their transitions
- Make the change happen
- Measure change sustainability

As with any of our toolkits, **LeaderShift Insights®** provides training to introduce the tools, coaching along the way, and support to your team as needed.

