



DRIVING *Sustainable Change*

CREATE BREAKTHROUGHS IN HOW PEOPLE LEAD AND DRIVE CHANGE





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

LeaderShift Insights'® **Driving Sustainable Change Workshop** is based on the notion that 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'*).

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 any 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.

-  **Critical change concepts to drive breakthrough thinking**
-  **Integrated toolkit to get change 'right the first time'**
-  **Practical strategies and tools to apply immediately**
-  **Progress in the room**

Embedded into the **Driving Sustainable Change** workshop, the **LeaderShift® Transitions Toolkit** 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.

THE INFLUENCE MODEL





INTEGRATED TOOLS TO DRIVE SUSTAINABLE CHANGE

LEADER*SHIFT* TRANSITIONS TOOLKIT

- 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
- Embed Adaptive Leadership thinking

This program includes access to the revolutionary **Leader*Shift*® Transitions Toolkit**. These change management tools enable leaders to build and execute a complete, actionable transition plan that works – the first time in a logical uncomplicated way. It 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 in existing work vs. requiring an entire 'change' workstream on a project

Too often, we see companies building 'change teams'. Either centralized centers of excellence or dedicated project workstreams. **The Leader*Shift*® Transitions Toolkit** was created to eliminate the need for change as separate work and to 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 **Leader*Shift*® 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.



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YOUR PROGRAM LEADER

JENNIFER EGGERS is Founder & President of **LeaderShift® Insights Inc.**, a firm known for helping leaders dealing with disruptive change who want to increase their organization's capacity to adapt so they can emerge stronger and more effective faster. A consultant, coach, best-selling author and speaker, Jennifer has a passion for creating alignment and resilience so your team can do more with what you already have. She is a masterful facilitator known for creating shared agendas and unraveling tough issues that hinder results.

With a unique ability to align diverse stakeholders and global experience in consulting and corporate roles, Jennifer's integrated approach to creating alignment develops leaders at all levels while enabling learning and productive dialogue. She is the creator of RapidOD, a collaborative, fast approach to organization restructuring; and highly charged workshops on Influence, Resilience and Driving Sustainable Change.

With over 20 years of Coaching Experience, Jennifer has coached entire leadership teams as well as officers and directors of many Fortune 500 companies. She is known for repositioning personal brands, driving behavior change, and increasing senior leaders' ability to drive performance through others. Her book, *Resilience: It's Not About Bouncing Back* is a #1 international best seller.

Jennifer is a former Partner with Cambridge Leadership Group; Vice-President, Leadership Development & Learning for Bank of America; and has held several other senior roles in Learning, Organization & Leadership Development at AutoZone and Coca-Cola Enterprises. She has designed and executed large-scale initiatives including mergers, enterprise restructuring, talent management, performance-management and team development. Her kitchen English approach and proprietary research-backed solutions resonate equally well from the shop floor to facilitating complex strategy and issues resolution sessions with C-Level Executives. She is a Strategic Partner with University of Georgia Executive Education; an Advanced Practitioner in Adaptive Leadership; and a member of the Adaptive Leadership Network at Harvard's Kennedy School of Government.



JENNIFER EGGERS | ALLENTOWN, PA

"We help you clarify the real issues and get them out on the table where they can be solved. Because you can't solve what you're not talking about."

-Jennifer Eggers



CERTIFICATIONS: Certified Speaking Professional (CSP), Twice certified Executive Coach, CultureTypes, Meyers Briggs Type Indicator, Hogan, Hogan for Selection, Mediation, Design for Six Sigma, Six Sigma Green Belt

AREAS OF EXPERTISE: Adaptive Leadership, Organization Design/ Restructuring, Strategic Conversations, Global Leadership, Strategy Execution, Talent & Performance Management, Change Management, Leadership & Executive Development, Action Learning, Creating Alignment, High Performing Team Development

- State Bank & Trust
- AutoZone Parts Inc.
- BIC
- Honeywell
- The Home Depot
- Marsh Berry
- AvMed HealthCare
- Bank of America
- Call2Recycle
- Coca-Cola
- Drexel University
- Coca-Cola Enterprises
- Johnson & Johnson
- Mayo Medical Labs
- Biosense Webster
- University of GA
- Vanco
- Tencate
- Santa Fe HealthCare
- Ingredion
- Delta Airlines
- UPS
- Multiple Myeloma Research Foundation