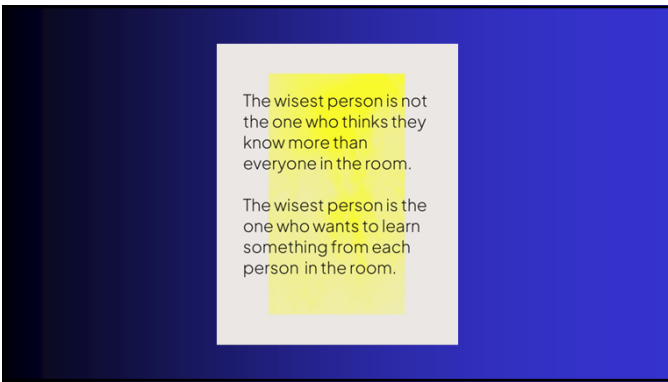
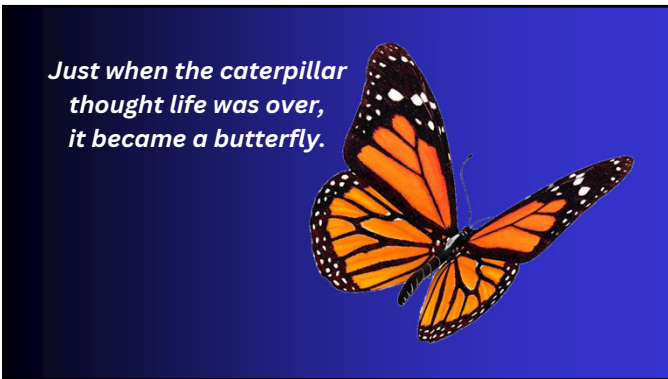




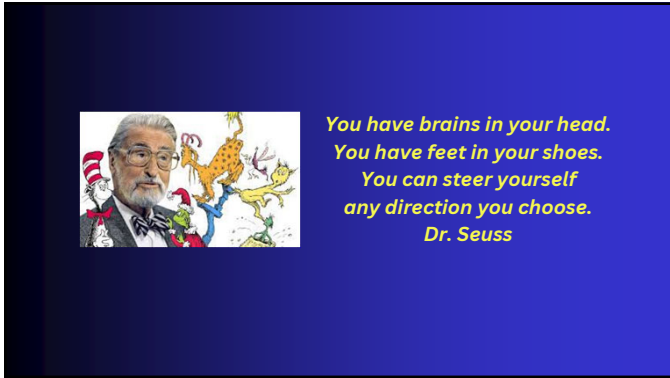
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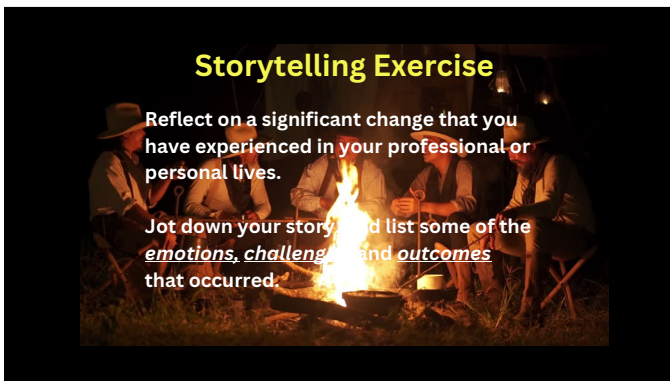
*You have brains in your head.
You have feet in your shoes.
You can steer yourself
any direction you choose.
Dr. Seuss*

4



- Why Change Is So difficult
- The Power of the Four Ts
- Change in 7 Steps
- Q&A and Discussion

5



Storytelling Exercise

Reflect on a significant change that you have experienced in your professional or personal lives.

Jot down your story and list some of the *emotions, challenges, and outcomes* that occurred.

6

So Why Is Change So Difficult?

Please submit your responses
in your chat window

7

Change is hard. It disrupts
routines, challenges norms, and
can be met with resistance.



8

Types of Imposed Change

- Change by announcement
- Change by slogan
- Change by executive decree

These are all doomed to failure

9



10



11



12

Engagement Means:
harnessing the employee's energy,
ingenuity and allegiance to their
work.

13

Success with change ...
is less like engineering a project,
and more like navigating a journey

14

The Power of 4 Ts

- Think-friendly Leadership
- Talk-friendly Communication
- Trust-friendly Relationships
- Team-friendly Collaboration

15

Think-friendly Leadership

- Think-friendly questions stimulate exploration
- Think-friendly questions lead to valuable insights
- Think-friendly questions help us gain control
- Think-friendly questions stir people to open up



16

Talk-friendly Leadership

- Relinquish Power
- Defer Judgment
- Listen with Empathy
- Inquire to Discover
- Advocate with Respect
- Pool the Meaning



17

Trust-friendly Leadership

- Clear the Fog
- Drop the Pretense
- Level the Field
- Coach with Clarity
- Connect the Dots



18

Team-friendly Leadership

- It's a real "team"
- Has compelling purpose
- Reinforcing framework
- Nurturing context
- Access to skillful coaching



19

To be persuasive you must be

believable

To be believable, you must be credible

To be credible, you must be truthful.

20

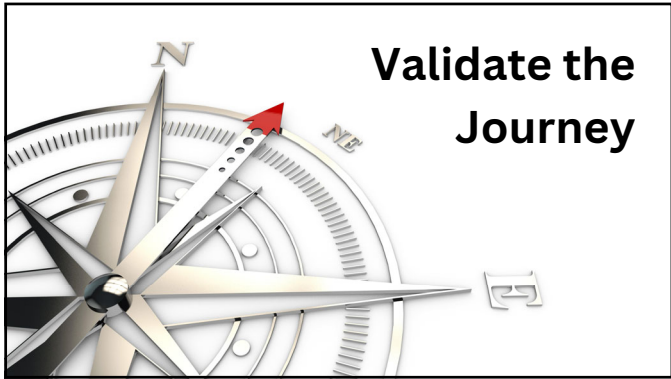
*"Faced with the choice
between changing one's
mind and proving that
there is no need to do so,
almost everyone gets busy
on the proof"*

John Kenneth Galbraith

21



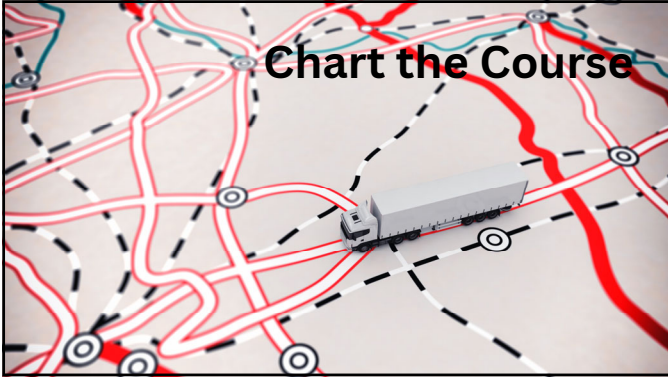
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“Great leaders conceive and articulate goals that lift people out of their petty preoccupations and unite them in pursuit of objectives worthy of their best efforts.”
-John Gardner

31

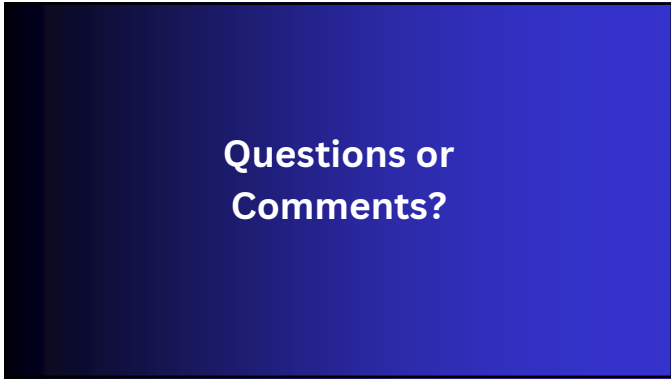
Change is really a big deal. Work hard to accommodate people’s feelings - their heads, hearts and hopes - and your change efforts will be successful.
Rodger Duncan

32



*Do, or do not.
There is no
try.*

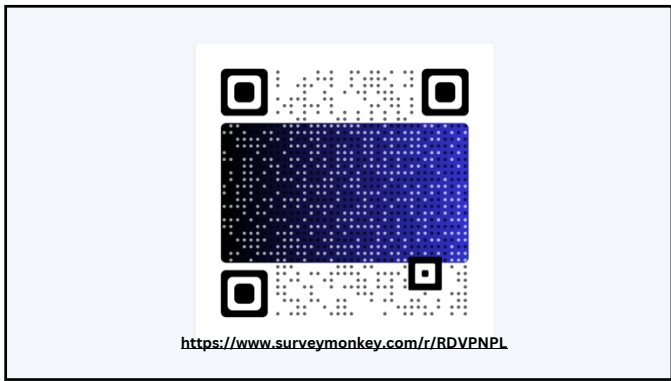
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inLärning

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LinkedIn: <https://www.linkedin.com/in/randerson02/>

Thank you very much!

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