

# The Change Leadership Accelerator: *Mastering Change & Lean Innovation to Get Results Faster.*

An interactive, high-energy experience to unlock faster ROI from transformation & culture change in your organization.

Quick Change Leadership Quiz: Are You a Change Pro?

(Let's test what you already know before we dive in!)

- **11 Can you name the 8 steps in Kotter's change model?** (Hint: It starts with a sense of urgency!)
- 2 What is the #1 biggest obstacle that slows down change in organizations? (/s it lack of vision, resistance, or something else?)

**3** What truly drives people to embrace change, stay engaged, and perform at their best? (Fear? Incentives? A bigger purpose? What do you think?)

# Day 1: Cracking the Code of Change

# Morning Session

8:30 AM – 9:00 AM | Coffee, Connections & Kickoff
Grab a coffee, meet your peers, and settle in. Expect an interactive, no-fluff experience where we get straight to the heart of real change.

9:00 AM – 9:30 AM | Welcome & Workshop Roadmap
What's the plan? What's in it for you? Get the big picture of what we'll cover and how you'll walk away ready to lead change like a pro.

- 9:30 AM 10:30 AM | The Science of Change Leadership (Interactive Keynote) Change starts in the brain. From individuals to entire organizations, learn why some change sticks—and why most fails.
- **// Key Question:** Are we even aligned on how change actually works?
- 10:30 AM 10:45 AM | Quick Recharge Break
- **10:45 AM 12:00 PM | What's Blocking Our Change?** (Interactive Group Challenge)

Identify the biggest roadblocks to innovation and change—whether **market shifts**, **internal culture**, **or strategic misalignment**. Let's get specific about what's slowing progress.

- Key Question: What's REALLY stopping us from moving faster and smarter?
- 12:00 PM 1:00 PM | Lunch & Brainstorming Break

### Afternoon Session

- 1:00 PM 2:30 PM | The Change Leadership Playbook (Hands-on Workshop)
  Change isn't a guessing game—it's a structured process. We'll unpack a battle-tested roadmap for rapid, sustainable transformation using real-world case studies.
- Key Question: What does successful change look like in action?
- 2:30 PM 2:45 PM | Quick Recharge Break
- **2:45 PM 4:00 PM | Let's Apply It: Live Strategy Lab** (*Team Challenge*) Take the playbook and put it to the test. Teams will work through **real-life scenarios** to map out a winning change strategy.
- **Key Question**: How do we turn knowledge into action starting NOW?
- □ 4:00 PM 4:30 PM | Reflection & Rapid-Fire Q&A
   Wrap up the day's insights, tackle lingering questions, and get clarity on key takeaways.

# Day 2: Driving Innovation & Cultural Shifts

## Morning Session

8:30 AM – 9:00 AM | Coffee, Conversations & Mindset Prep

9:00 AM – 10:30 AM | Designing a Culture for Innovation – Human-Centric Change Leadership (Interactive Workshop)

Why do some companies innovate effortlessly while others struggle? Learn how to create an environment where strategic innovation becomes second nature of people, where everyone is an innovator.

Key Question: How do we make innovation easy, repeatable, and part of everyday business?

- \* "The illiterate of the future are not those who can't read or write but those who cannot learn, unlearn, and relearn." Alvin Toffler
- 10:30 AM 10:45 AM | Quick Recharge Break

### 10:45 AM – 12:00 PM | Case Study Deep Dive: How Culture Drives Business Outcomes

Explore how Microsoft, T-Mobile, Neste (and others) turned culture shifts into business wins—what worked, what didn't, and how you can apply the same strategies.

- **Key Question:** What do the best culture-driven organizations do differently?
- **12:00 PM 1:00 PM | Lunch & Open Discussion**

### Afternoon Session

1:00 PM – 2:30 PM | Overcoming Resistance: Turning No into Yes (Role-Playing & Simulation)

Change is personal, and resistance is inevitable. This session will put you in real-world conversations where you'll practice turning hesitation into buy-in.

- **Key Question:** How do we shift mindsets and make change stick?
- 2:30 PM 2:45 PM | Quick Recharge Break

### **★ 2:45 PM – 4:00 PM | Personal Change Blueprint:** Your Monday Morning Plan

Walk away with a customized plan tailored to your team's biggest transformation challenge. We'll break it down into clear next steps so you know exactly what to do next.

- Key Question: Now what? How do we hit the ground running?
- ♦ 4:00 PM 4:30 PM | Final Reflections & Closing Charge
  Summarize, set commitments, and leave ready to implement. Change starts
  NOW.

# Why This Workshop Works

- ✓ Interactive, hands-on, and results-driven.
- ✓ No boring lectures—just real-world strategies and action.
- ✓ Tools and frameworks you can apply immediately.
- Are you ready to lead change instead of reacting to it? Let's make it happen!

# WHY IT MATTERS:

# 1. Leadership Alignment: Everyone on the Same Page

- Why it matters: If leaders aren't aligned, change efforts become chaotic. A clear, shared methodology ensures everyone moves in the same direction.
- **The Outcome**: Leaders follow a proven, time-tested change system—so no more guesswork or mixed messages that confuse employees, customers and delay results.

### What this means:

- √ Faster decision-making
- √ Less resistance, more action
- √ Company-wide consistency

# 2. Smarter Consultants = Better Client Results

- Why it matters: Knowing about change isn't enough. Implementation is what counts (because if knowledge alone worked, we'd all be billionaires with six-pack abs 6.).
- The Problem: Many consultants rely on outdated models or don't have a structured, practical way to drive change. This leads to missed opportunities and frustrated clients.
- The Outcome: Consultants master a tested, real-world change framework, helping clients fix what's broken and scale what works faster and more economically.

### **What this means:**

- ✓ Clients see more and faster results, while spending less
- √ Higher success rates = stronger reputation
- ✓ More impact = more revenue

# 3. Stop the Leaks: Cut Costs & Unlock Potential

- Why it matters: Think of your company like a leaky pipe. You have the energy (talent, technology, time), but without a solid system, a lot of it gets wasted.
- The Outcome: A structured change system stops the leaks, so talent, time, and technology are fully optimized.

### What this means:

- √ Fewer wasted resources
- √ Higher ROI on change efforts
- √ More engaged employees



# The Big Picture

When leadership is aligned, consultants are well-equipped, and change efforts are structured, clients win, profits grow, and your firm stands out as a leader in transformation.

# What Makes This Experience Different? Our 3 Unique Value Propositions

# 1. "Tripping Over the Truth" - Adult Learning That Sticks

- No boring lectures. No "because the expert said so."
- Instead, we use case studies, storytelling, and thought experiments so you experience the "aha" moments yourself.

### Why it matters:

- √ Adults learn best when they discover insights on their own
- ✓ Engages both logic and emotions = deeper, long-term learning
- √ No passive listening—100% active participation
- What this means for you: You won't just remember concepts—you'll own them.

# 2. Immediate Application to Real Challenges

No theory for theory's sake. Every concept we explore gets applied *on the spot* to the real-world issues you're facing.

### Why it matters:

- √ You leave with a game plan, not just notes
- √ Start seeing results in weeks, not months
- √ What we learn today gets put to work immediately
- What this means for you: No waiting—you walk away ready to implement.

# 3. Al-Enhanced Learning: Smarter, Faster, More Innovative

- Don't take my word for it—let's bring in AI to challenge our thinking.
- ♦ Throughout this experience, Al will help us analyze, predict, and generate solutions nobody has thought of before.

EXAMPLE: What ChatGPT told me about costs of poor change management, specifically for professional services firms.

### Why it matters:

- √ Al brings fresh insights and eliminates blind spots
- √ Supercharges brainstorming and problem-solving
- √ Helps turn bold ideas into practical, scalable solutions
- What this means for you: You'll leave not just with new skills—but with Alpowered tools to future-proof your decision-making.

# Bottom Line: This Isn't Just Another Workshop

- You experience the learning (not just hear about it)
- You apply it to your real-world challenges—immediately
- You use AI to unlock innovative solutions
- **F** Expect a game-changing, interactive, and high-impact experience.