

Change Success

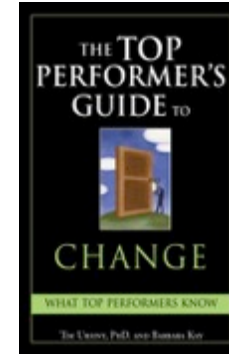
BKC Excerpt

Contact BKC for more

BARBARA KAY COACHING 

Barbara Kay Coaching

Productivity
Teams
Clients
Change
Leadership



Professionally trained in Clinical Psychology and Coaching, publications include journal articles and two books, *The Top Performer's Guide to Change* and *The \$14 Trillion Woman: Your Essential Guide to Engaging the Female Client*. Barbara works with:

Individuals
Leaders
Teams
Organizations
Industry Partners

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Agenda

1. What Happens in Change
2. Change Styles
3. Universals in Change
4. Leading Change Action Plan



What Happens in Change

Why Humans Dislike Change:

- ✓ Evolution & Biology
- ✓ Heuristics
- ✓ Biases



What Happens in Change

Change Facts:

- ✓ 80 - 90% Resist Change in Organizations
- ✓ 70% of Change Programs Fail
- ✓ 2/3rds Struggle to Adapt Successfully

It's completely normal to feel the pull of instinct

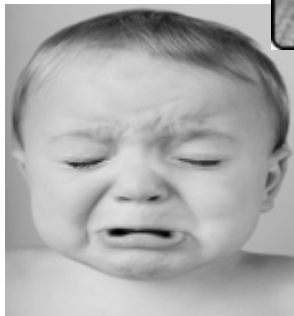
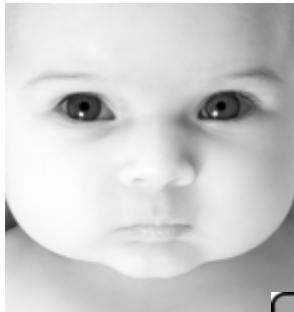
3 Stages of Change

1. Shock



2. Adapting to Change

Losses, Muddled Middle, New Starts



3. Outcome



OR



Before



How we Adapt



After

Lead & Inspire

Grow

Work

Survive

Alarm

**Pessimism
&
Threat**

**Optimism
&
Opportunity**

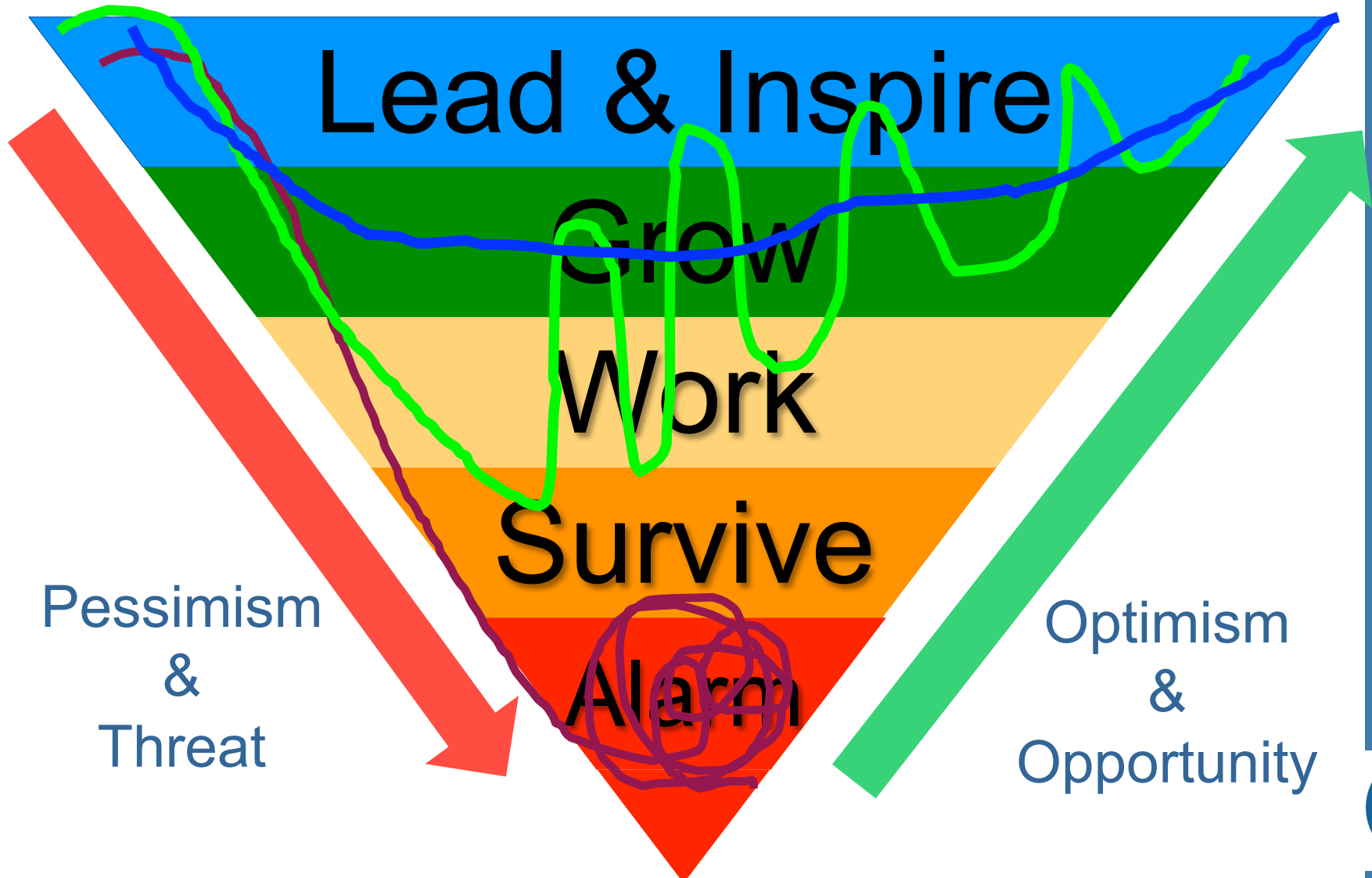
Before



How we Adapt



After



Before



Change Success



After

Lead & Inspire

Grow

Work

Bridge to Optimism & Opportunity

Survive

Alarm

Pessimism
&
Threat

Optimism
&
Opportunity

4 Styles in Change



Strengths in Change



Moses as a kid

Lead Self in Change

Exercise: What can I do?

Develop a Lead-Self Action Plan:

- ❑ Identify 2 - 4 top individual strengths. Plan how to maximize those strengths with concrete actions.
- ❑ Identify individual challenges. Plan how to execute improvements with concrete disciplines.
- ❑ Identify an accountability partner and how you will work with that partner during the change process.

Motivators in Change



"You know, we're just not reaching that guy."

Lead Others in Change

How Can you Lead Others?

- ☐ Identify styles on your team.
- ☐ List top strengths per team member.
- ☐ List important motivators per team member.
- ☐ Plan how to activate strengths and avoid triggers per team member.

Universals in Change

1. 4 Poisonous Perspectives
2. Tool to Shift Individual Perspective
3. Communication Mistakes to Avoid
4. Communication Tools to Use
5. Change Success Culture



Poisonous Perspectives



Lucy
the
Blamer

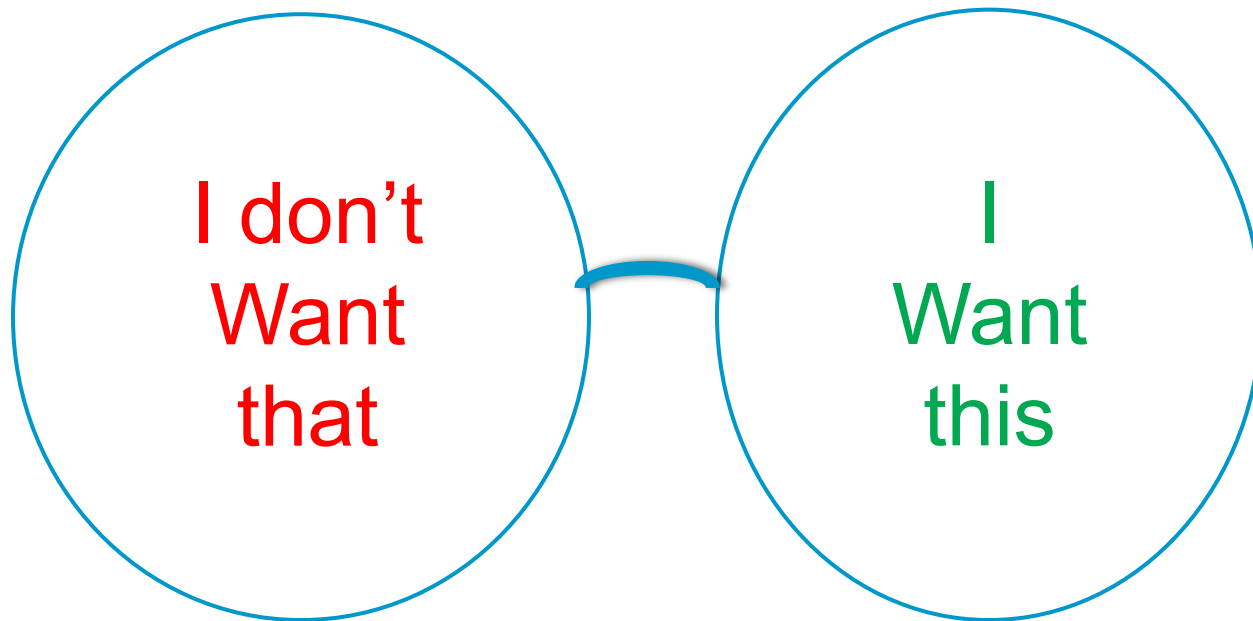


Charlie Brown
the
Victim

Watch Out for:
4 Poisonous
Perspectives

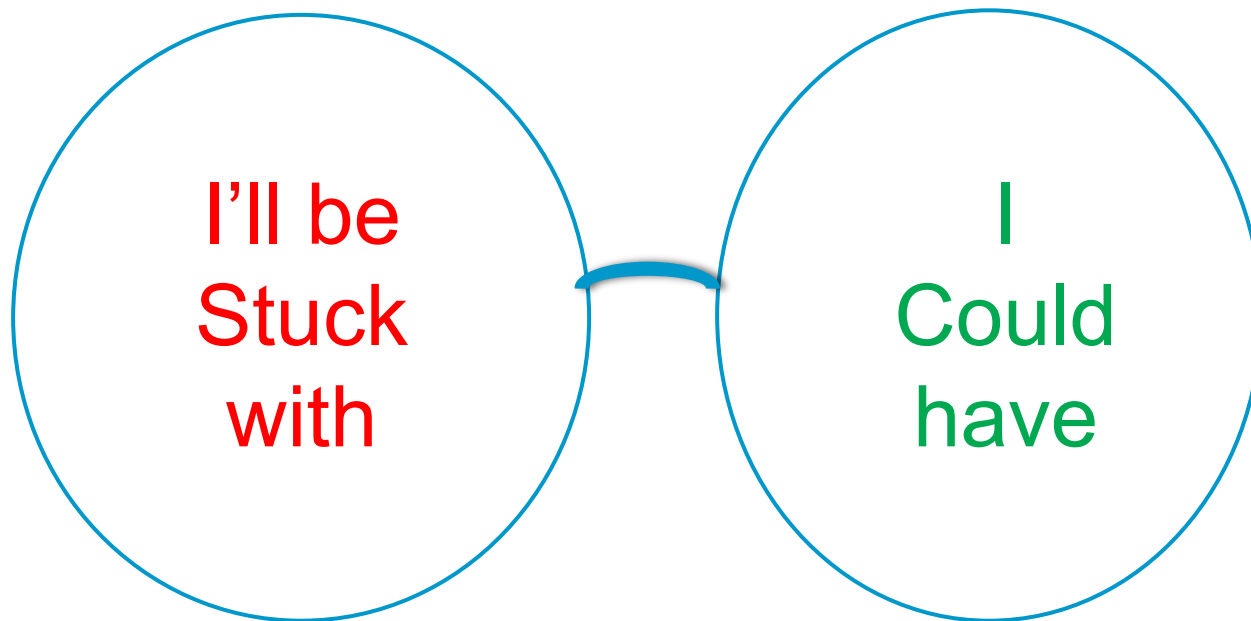
Universal Tool to Shift Perspective

Problem: Magnified View of

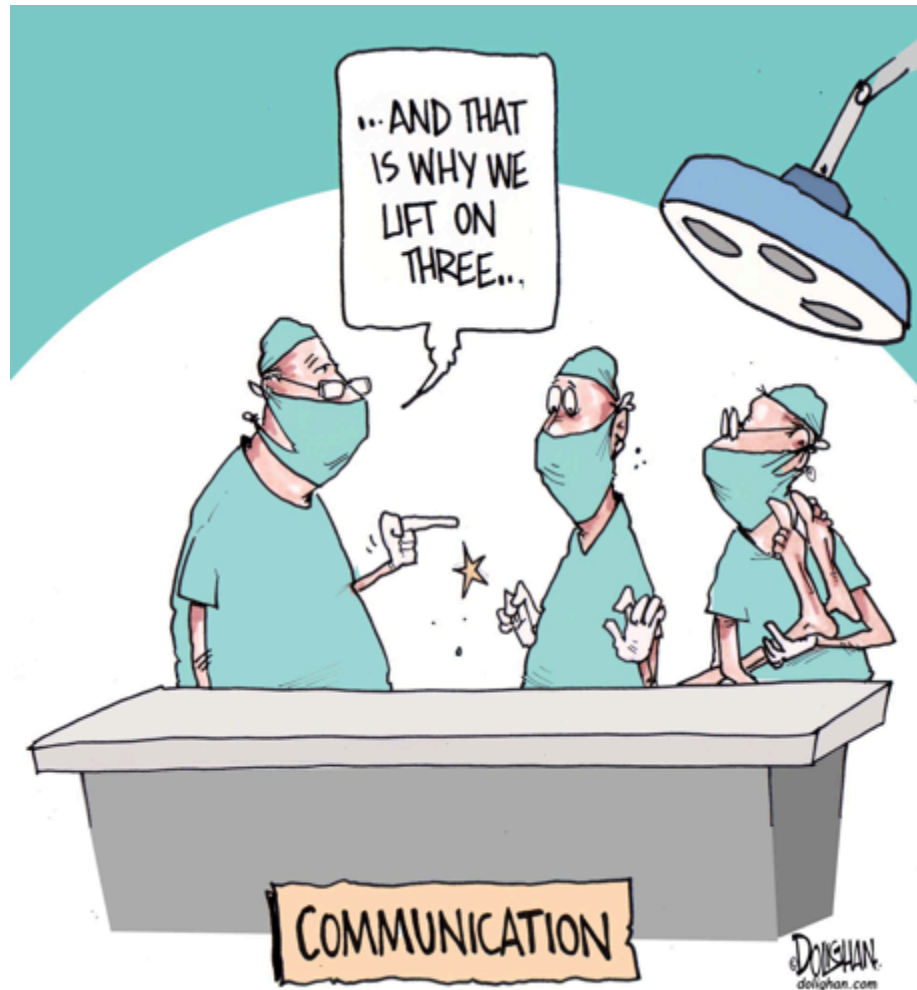


Universal Tool to Shift Perspective

Solution: Focus on



Universals in Communication

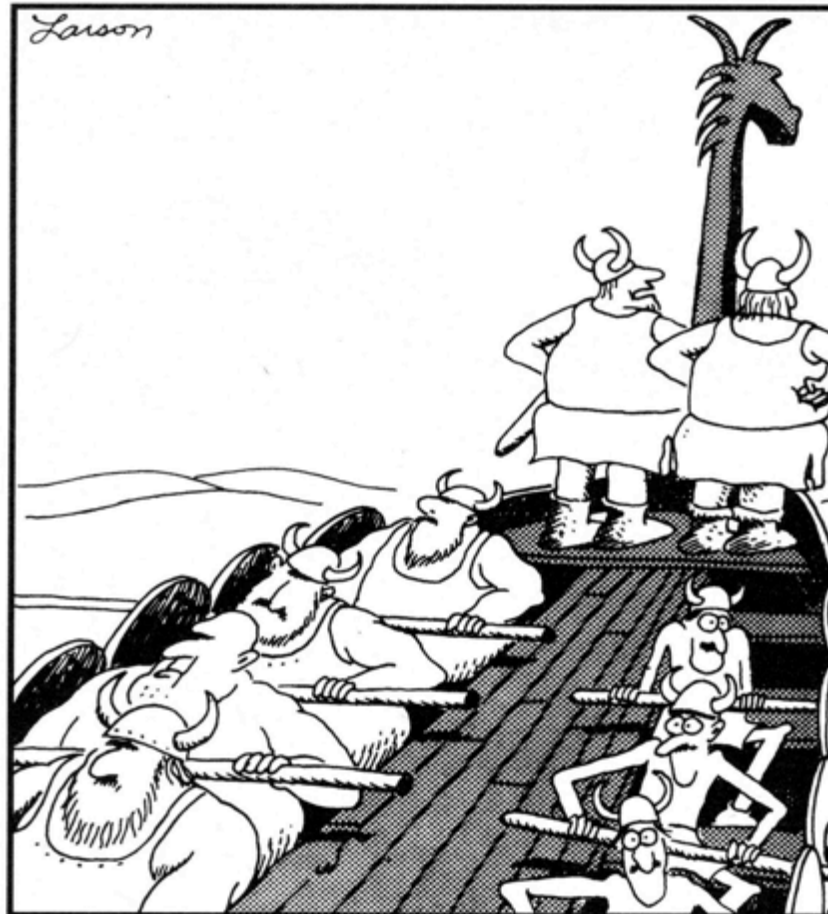


Universal Communication Tools

1. Top Change Communication Mistakes
2. Top Universal Communication Tools
3. 5 Steps for Moving Forward



Change Success Culture



"I've got it, too, Omar ... a strange feeling
like we've just been going in circles."

Change Success Culture

3 Steps for: Developing a Change Success Culture



Change Success Culture

6 Disciplines for Change Success

1. Acknowledge Challenges
2. Connect Tasks to Purpose
3. Focus on Problem Solving
4. Balance Support & Accountability
5. Model & Lead Culture
6. Celebrate Progress & Every Success



Change Action Plan

1. Develop a Lead-Self Change Plan
2. Develop an Leading Others Action Plan
3. Plan & Execute a Change Success Culture
4. Develop a Change Disciplines Plan

Contact:

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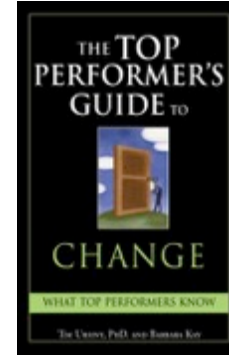
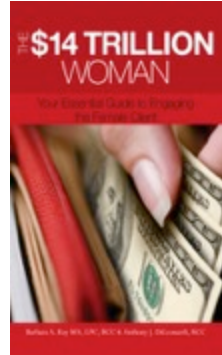
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