



RBSconsulting.org
Leadership Practices that Matter ...

Lead as you learn... learn as you lead

Presentation for your next event...

Pitfalls, Pratfalls and Possibilities ~ Getting Smart about Making Change ~

The outcome of change is as influenced by the emotional journey people take to get there as by the plans and policies devised to move them there. How well a leader attends to the former determines how well executed the latter.

A leadership guide to ...

Pitfalls ... that come with the territory: the upset of upsetting the status quo; resistance unforeseen that subverts initiative; forgetting the only thing more disruptive than change itself ... is the leader who insists on it!

Pratfalls ... the stuff of 20-20 hindsight: Five missteps and missed cues personally guaranteed to raise stress, distract from your agenda, and undermine your leadership. Shoulda-known better? Well, now you will!

Possibilities ... and potential of three key initiatives to open channels of communication for the crucial conversations and committed relationships that fuel and sustain all change.

Plus!

An overview of emotional process -- the underbelly of organizational life -- and the predictable effects anxiety about change has on the performance of teams and organizations ...

... with special attention to limiting the reactivity that too easily limits the ability of people to pull themselves together to pull themselves through.

Most change efforts don't lack for ideas, solutions, or people to implement them. What's missing is the sensitivity to its emotional realities and the savvy and skills to manage this. That's what you get here.

After all when your job is to lead the last thing you need is to become ER Central for one crisis after another, no?

Ideal for **executive sponsors** and **management teams** after systemic change, **project managers** wanting more collaboration, and **staff assistants** seeking greater influence as change agents within the business.

... Business Conference
... Management Retreat
... Team Meeting
... Leadership Seminar
... In-Service Training



**Customize it! Tell me your strategy for change and I'll integrate
what I do to accelerate what you want.**