Leading Change

Organisations are experiencing unprecedented change to adapt to new technology, regulations, globalisation and international competition as well as efficiencies to realise cost reductions and closer alignment to their customers' needs.

THE CHALLENGE

- Change is the new norm yet people are experiencing significant challenge that comes from the uncertainty and complexity of these changes.
- "Leading Change" has become the most in demand development requirement for managers.

A neuroscience approach helps managers and HR professionals navigate between change management and change leadership to ensure a culture that is sustainable and successful in continuous change.

OUTCOMES:

- Gain an understanding of the mindset, behaviours and skills required to lead through change.
- Achieve greater self-awareness through understanding your own strengths and opportunities for growth and how emotions and stress affect thinking and decision making.
- Understand the brain's role in dealing with change from a neuroscience perspective
- Share vision, storytelling, the social motivators and the "why" to motivate through change
- Understand the Change-curve and the benefits of and how to jump to a new S-curve
- Reinforce the importance of coaching during change and transition.
- Utilise neuroplasticity to embed new habits.

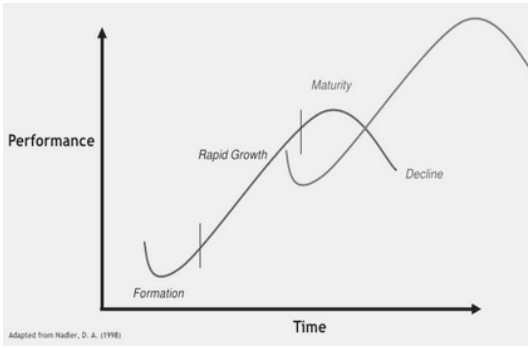
Leaders need both!

70% of complex, large-scale change programs don't reach their stated goals.

"Common pitfalls include a lack of employee engagement, inadequate management support, poor or nonexistent cross-functional collaboration, and a lack of accountability.

Furthermore, sustaining a transformation's impact typically requires a major reset in mind-sets and behaviors—something that few leaders know how to achieve."
McKinsey meta study

Supporting teams to shift from one S-curve to the new Change S-curve



How you can be both?
Change manager and change leader

	CHANGE MANAGER	CHANGE LEADER
THINK	Manages by threat (have to do)	Leads with reward (want to do)
	Deliverables focused	Purpose and mission focused
	Logic driven	Insight driven
REGULATE	Cognitively intelligent	Emotionally intelligent
	Reactive/default response	Pro-active/intentional response
	Manages under pressure	Resilient under pressure
ENGAGE	Controls	Motivates
	Manages Team	Leads individual / Coaches team
	Task focused	People focused
ADAPT	Maintains status quo	Leads change
	Procedural	Flexible
	Fixed Mindset	Growth Mindset
DEVELOP	Tells	Asks
	Solves problems	Generates insight
	Provides solutions	Empowers others

"I have embraced and implemented the training delivered on neuroscience of leadership and change and it has helped me improve my own and my team's performance. With the current changes in the business, understanding the brain and stress has also helped me coach my team through the changes"

Rebecca Coulson,
Advertising Sales Manager,
Manly Daily, Cumberland Courier Newspapers

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