

# **LEADING LASTING CHANGE**

**Change Leadership  
Development Programs**



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# LEADING LASTING CHANGE

*“Change leadership is going to be the big challenge in the future, and the fact that almost nobody is very good at it – well, it’s obviously a big deal”*

John Kotter, Chief Innovation Officer,  
Kotter International

## CHANGE LEADERSHIP IS NOT CHANGE MANAGEMENT

**Change leadership** is about bringing people together to a cause—building trust, conviction and passion for that cause—and empowering people to contribute so that change lasts.

**Change management** is the framework and tools to structure and communicate change.

## CHANGE LEADERSHIP COACHING

For change done once, and done right

- ⇒ IS YOUR ORGANISATION FACING CHANGE OR REFORM ?
- ⇒ DO YOU SEE A HISTORY OF CHANGE HAVING NOT WORKED PROPERLY?
- ⇒ ARE YOUR PEOPLE RESISTANT TO CHANGE?
- ⇒ IS YOUR ORGANISATION SUFFERING STAGNATION & NEED TO BECOME AGILE?
- ⇒ DO YOUR LEADERS, MANAGERS & SUPERVISORS KNOW HOW TO LEAD THEIR TEAM THROUGH CHANGE SO THAT PEOPLE ARE ENGAGED & CONTRIBUTING?

## LEADERSHIP FOR LASTING CHANGE

*Leaders and managers will learn to:*

- Have self-awareness and self-leadership to maximise their own leadership & performance potential.
- Have practical confidence in leading change and leading their teams/people.
- Understand how to communicate the vision (or cause) in way that inspires trust, confidence and passion.
- Inspire and leverage their circle of influence to achieve success in change (and other business/personal goals).
- Understand how to overcome ‘change resistance’.
- Engage their people to contribute to change to create sustainable, practical & effective outcomes.



## THE PROGRAM

This 3-month corporate program leverages the power of a group coaching environment and typically involves:

- 1 x day group coaching workshop
- 3 x 1/2 day group coaching sessions

**Group Size:** Maximum of 10 attendees

*(Programs can be tailored to suit organisation needs)*

## THE APPROACH

Attendees advantage from an approach that combines informative workshop learning with practical coaching. Sessions:

- Provide comprehensive learning
- Provoke insights
- Promote self-awareness
- Support open dialogue
- Provide practical application
- Facilitate real-time analysis and strategic discussion of real-world scenarios
- Encourage comraderie

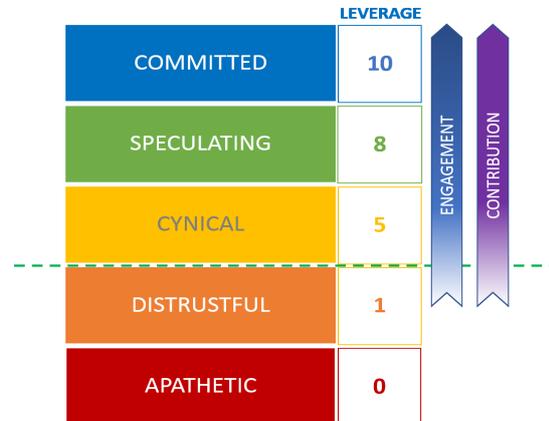
## INCLUDED:

- Pre-coaching self-assessment
- 360 degree feedback
- Email support

## WHO IS THIS PROGRAM FOR?

This program is for leaders, managers and aspiring managers who are ready to take responsibility to evolve as influential and functional change leaders.

Change only happens when leaders can leverage engagement and contribution. A committed team will embrace and create change, while an apathetic, resentful team will sabotage change.



**Create leaders who can inspire, drive and create lasting change in your organisation.**

## PROGRAM GOALS

This program is designed to achieve practical and transformational goals so that clients can:

- Understand the differences between leadership, change leadership and change management
- Identify their own capabilities & gaps as a Leader and a Change Leader
- Have a sound understanding of Emotional State and how this impacts/leverages change and emotional culture
- Learn self-awareness and how to shift their own Emotional State
- Understand the phases of change
- Learn how to shift change resistance
- Understand how to use the CAUSE | CONVICTION | CONTRIBUTION principles through the layers of change
- Gain skills and confidence as a communicator and influencer
- Understand the ONBOARD principle and become their own believer
- Understand how to embed KAIZEN principles of continuous improvement into team culture.
- Achieve practical confidence in leading change



## PROFILE OF KIM STOKELD

An advocate for human value, Kim's mission is to empower people to maximise the potential of themselves, their people and their organisations.



Kim is a highly regarded coach, trainer and facilitator, and is renowned for being able to bring about powerful and lasting transformation in the people and teams she works with.

She works with leaders, teams and individuals from a diverse range of industries including tech, aged care, government, import and distribution. Her clients appreciate her strategic approach, extensive experience, direct communication, positive energy and her intuitive ability to recognise and shift internal obstacles that block potential.



## THE FRAMEWORK

**Become the change, lead the change**

The Leading Lasting Change coaching program follows an overall framework, but also provides a lot of flexibility to ensure client needs are met. Key aspects of the standard methodology apply to all coaching programs:

- ⇒ Pre-program discussion & goal-setting with Line Manager/ Organisational representative to ensure alignment with business goals
- ⇒ Pre-coaching work and Self-Assessment opportunity
- ⇒ Natural Leadership Style profiling
- ⇒ Goal-setting & progress tracking
- ⇒ Supportive & private coaching sessions
- ⇒ Feedback & exploration opportunities to provoke insights, understandings & learnings
- ⇒ Between-session exercises & reflection to challenge thinking, deepen learning and support self-awareness
- ⇒ Facilitated 360 degree feedback & discussion with line manager & attendee's customers (internal and external if requested).
- ⇒ Email access to coach during coaching program
- ⇒ Post-program Self-Assessment & profiling to enable comparison on confidence, self-belief & practical application

