



A MANAGER'S GUIDE TO CHANGE: HOW TO
OVERCOME RESISTANCE AND DELIVER RESULTS
with Dr. Barbara Trautlein
\$395 (US) per person

VIRTUAL SESSION (3-HOUR)

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Your ability to lead change initiatives has a significant impact on the performance and engagement of your team, and your career progress. But leading successful change requires more than just skills in project management. The real key to leading change that sticks is...people.

This program will help you succeed as a change leader by increasing your Change Intelligence® (CQ®), which focuses on harnessing the human element of transformation. Change Intelligence puts people first, because the most successful outcomes are achieved by energized, engaged, and committed people.

Through interactive exercises, grounded in real-world scenarios, you will:

- Discover the myths and realities of overcoming resistance to change.
- Improve your skills at influencing up, collaborating cross-functionally, and engaging your team.
- Diagnose and develop your Change Intelligence (CQ).
- Emerge as a more competent and confident - and less stressed and frustrated - leader of change.

This is an opportunity to unlock your full leadership potential, enabling you to better manage future change efforts.

DR. BARBARA TRAUTLEIN

Barbara A. Trautlein, PhD is author of the best-selling book *Change Intelligence: Use the Power of CQ to Lead Change that Sticks*, principal and founder of Change Catalysts, and originator of the CQ System for Developing Change Intelligent Leaders and Organizations. For over 25 years, Barbara has coached executives, trained leaders at all levels, certified change agents, and facilitated mission-critical change management initiatives - achieving bottom-line business and powerful leadership results for clients. In 2015 she had the honor of being named Change Management Consultant of the year by the Association of Change Management Professionals. Barbara is gifted at sharing strategies and tactics that are accessible, actionable, and immediately applicable. Her blend of research and real-world expertise makes her an in-demand speaker at conferences around the world. Barbara has a unique ability to connect with her audiences, from C-level executives in Fortune 500 organizations to front line employees, and across industries, from steel mills to sales teams, refineries to retail outlets, and healthcare to high tech. Clients served include Ascension Healthcare, Cisco, Deloitte, Dunkin' Brands, the Ford Motor Company, the NYPD, and Save the Children. Barbara holds a doctorate in Organizational Psychology from the University of Michigan.

TOPICS COVERED

TAKING CHARGE OF CHANGE - THE "CHANGE LEADER" IS YOU
YOUR CHANGE INTELLIGENCE/CQ - YOUR STRENGTHS AND BLIND SPOTS
COACHING TO ADAPT YOUR STYLE TO BUILD RELATIONSHIPS AND
ENGAGE FOR CHANGE
FORGE ALIGNMENT AND ACCELERATE EXECUTION
SCIENCE-BASED STRATEGIES TO REFRAME RESISTANCE FROM ENEMY TO
ALLY
BUILDING CHANGE INTELLIGENT TEAMS AND TURNING-AROUND
STRUGGLING PROJECTS
LEADING CHANGE INTELLIGENT INITIATIVES THAT ACHIEVE RESULTS, USE
EFFECTIVE PROCESSES, AND POSITIVELY INVOLVE STAKEHOLDERS
CREATING AN AGILE AND CHANGE-CAPABLE CULTURE ON YOUR TEAM
REFLECTION AND APPLICATION TO "BACK-HOME" CHANGE CHALLENGES

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