



CHANGE ENTHUSIASM[®] GLOBAL

**Navigating the New Status Quo:
*From Managing Change to Growing through Change***

ACMP Ohio
March 7th, 2024

What we'll cover today...

Change has **CHANGED**

The **RESEARCH**

The **CHANGE** **Enthusiasm**[®] Mindset

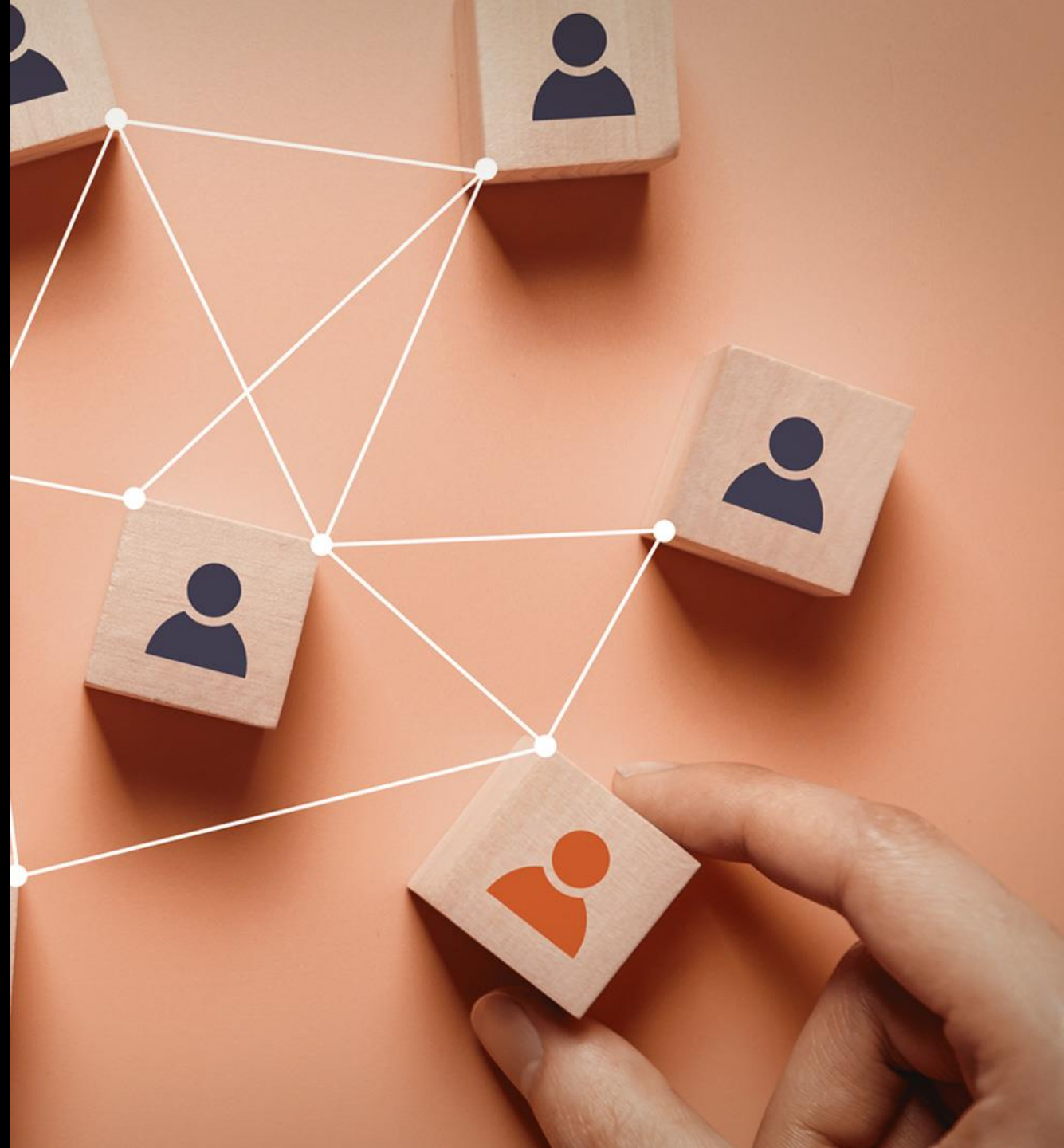
QUESTIONS?

About me



Change has

CHANGED



Change has **CHANGED**

Today's Change Management practices are built on yesterday's change reality

Your change efforts are stacked:

- Organizational Shifts
- Digital Transformation
- Layoffs
- Mergers & Acquisitions

Change has **CHANGED**

Today's Change Management practices are built on yesterday's change reality

Low employee engagement costing \$8.8T; Despite significant investment, 70% of change efforts fail

What is your integration success worth?

- Resources
- Technology / equipment
- Time spent on training
- Training programs & development

Are your people change ready?

- **Frustrated** with shareholder pressures
- **Fear** about individual impacts
- **Anxious** about the scope of work (near and long term)
- **Grief** about loss of colleagues from reduction in force (RIF)

Change has **CHANGED**

Today's Change Management practices are built on yesterday's change reality

Low employee engagement costing \$8.8T; Despite significant investment, 70% of change efforts fail

The emotions of change carry the power to significantly impact your transformation endeavors

Introducing the **CHANGE** Growth space:

- Growth potential is determined by what happens at the **intersection of change and emotion**
- At this intersection, the probability of success or failure is largely influenced by **mindset and skillset**
- Within **CHANGE** Growth lies the mindset, the tools, and skillset which enables **self-actualized growth and fulfillment** through change

The Power of **CHANGE** Growth

“Emotional Contagion”



Conserved



Transferred



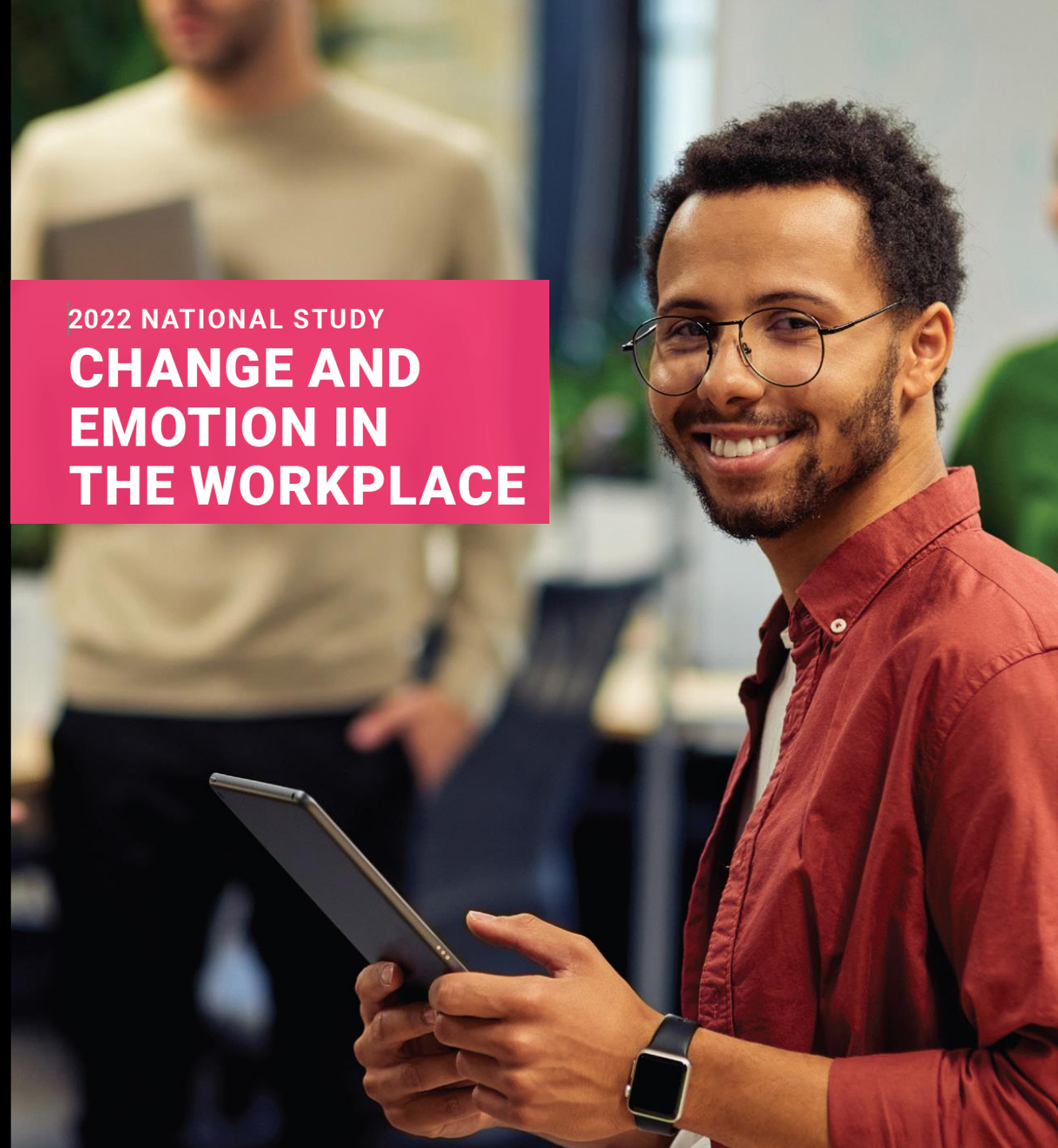
Transformed

The

RESEARCH

2022 NATIONAL STUDY

**CHANGE AND
EMOTION IN
THE WORKPLACE**



What does the data tell us about change and emotion?

56%

feel **anxiety** when experiencing change at work

59%

of individuals feel **powerless** when change happens to them, like there is nothing they can do about it

35%

are worried that change **won't make things better** or even work at all

CHANGE Enthusiasm®

STEP 1
Signal

Change
Event

STEP 2
Opportunity

STEP 3
Choice

Repeat
(...because,
change happens)

My Change Story








STEP 3

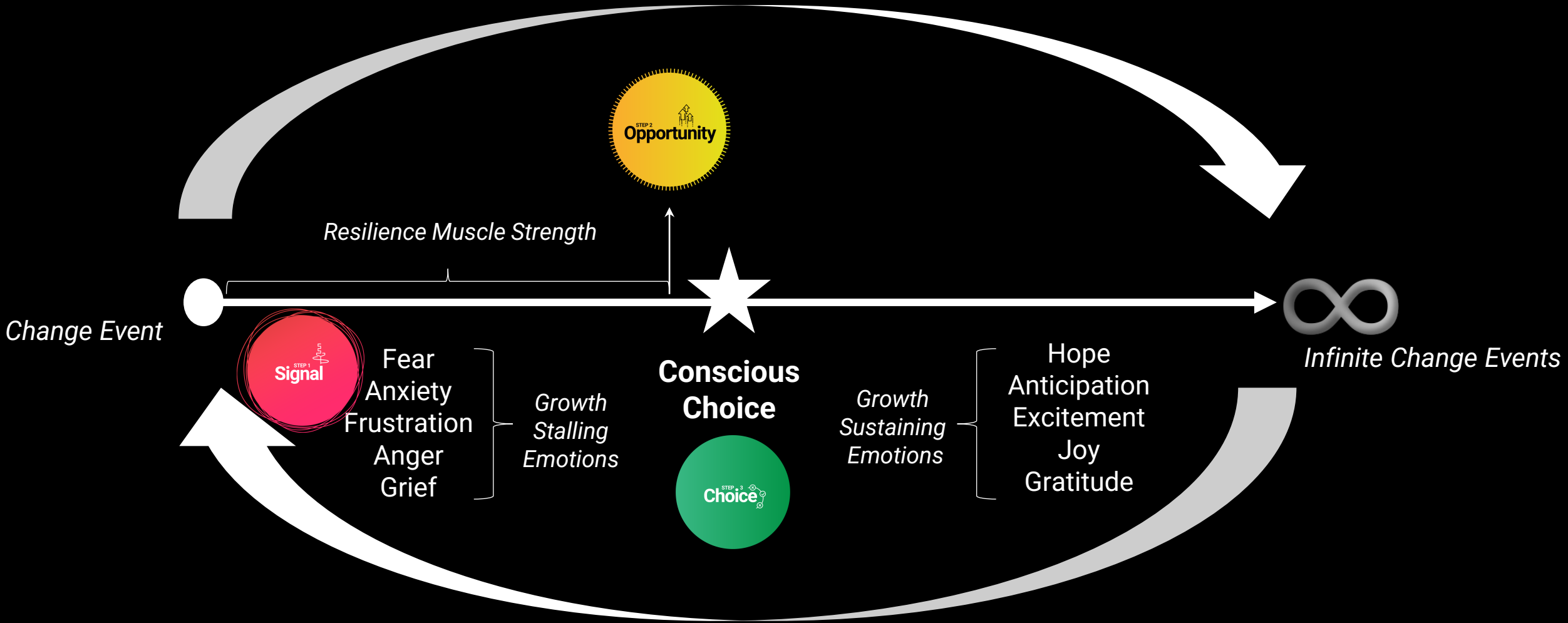
Choice



CHANGE

Enthusiasm[®]

The Mindset



Think back to that change initiative you are leading or influencing.

What is one thing you can take away today to practice the Change Enthusiasm® mindset?

FREE

MY FUTURE CHANGE

STORY



Change Enthusiasm®
GLOBAL



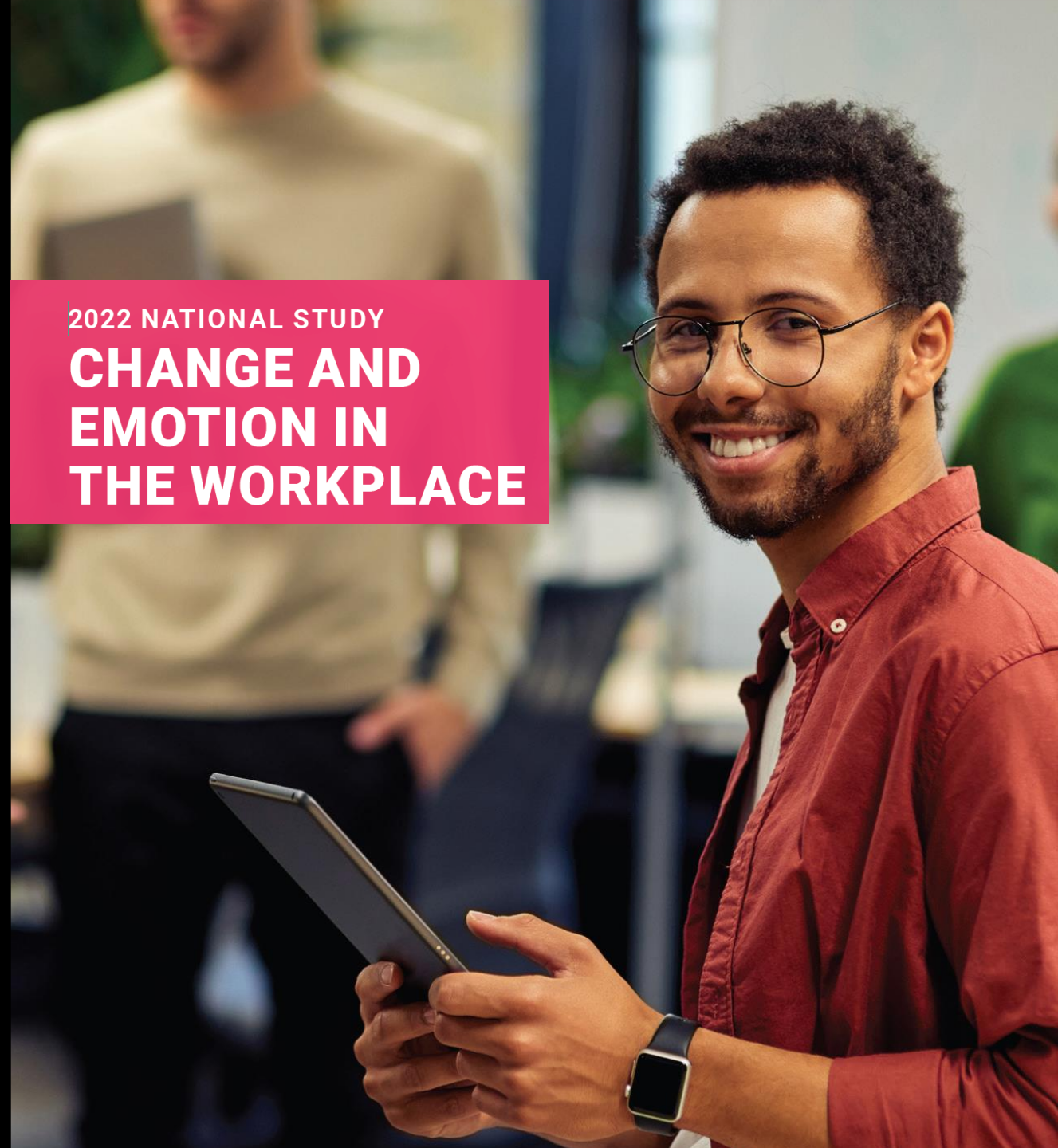
FREE
Download

RESEARCH



2022 NATIONAL STUDY

**CHANGE AND
EMOTION IN
THE WORKPLACE**



In this session **executives and senior leaders** will explore the importance of change in organizational strategy.

Discover the principles of Change Enthusiasm® and gain insights on integrating the Change Growth Accelerator™ (CGA) programs into an organizational revolution fostering a culture of emotional agility while also driving performance.

Engage in discussions, activities, and Q&A to maximize the impact within your organization and leave equipped with the knowledge to support the organizational roll out.

Our flagship program **for Practitioners!** In this immersive program, you will be empowered to enthusiastically fuel growth through the power of change!

You will embrace emotions as signals that guide us to opportunities and new and innovative choices. Transform your relationship with change and understand its power to fuel growth.

Equip yourself with knowledge, motivation, and practical tools for leading, executing, and fostering growth amidst change in your daily endeavors. Design a comprehensive plan for implementing and championing Change Enthusiasm® and C.H.A.N.G.E. Traits® within your workplace, fostering a culture primed for growth and adaptability.

Leaders will embrace their unique role in supporting change while also going through it.

In this program you formulate the methods **to support the Change Growth Accelerator Practitioners™** in your workplace.

Implement, advocate, and coach others towards a culture of Change Enthusiasm®.

This is an opportunity to revolutionize your leadership approach and drive unparalleled growth in your organization.

QUESTIONS?



CHANGE
ENTHUSIASM®

G L O B A L

GRATEFUL FOR YOU!