You Know Your IQ, But What's Your CQ®? Develop Your Change Intelligence® to Lead Organizational Change

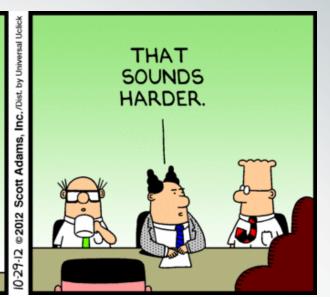
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CHANGECATALYSTS



OR WE COULD COME
UP WITH STRATEGIES
THAT MAKE SENSE.
THEN EMPLOYEES
WOULD EMBRACE
CHANGE.



What Doesn't Destroy Us Makes Us Stronger



Energizer!

- 1. Pair-up and face a partner
- 2. Place the palms of one of each of your hands together
- 3. One of you push

What happened?!

The Change Leader is YOU!

Overcome Resistance to Change by Reframing Resistance from Enemy to Ally!

Build Relationships and Get Results!

Emerge as More Competent and Confident – and Less Stressed and Frustrated – Change Leaders!

Sound Familiar?

Which changes are you experiencing?

- 1. A merger, acquisition, or reorganization?
- 2. Changes to work processes, practices, or policies?
- 3. A new technology implementation?
- 4. Entering new markets or new product/service launches?
- 5. Significant personnel changes such as executive transition or shifting workplace demographics?

And, are the changes you're dealing with increasing, decreasing, or remaining about the same — in terms of pace, scope, and intensity?

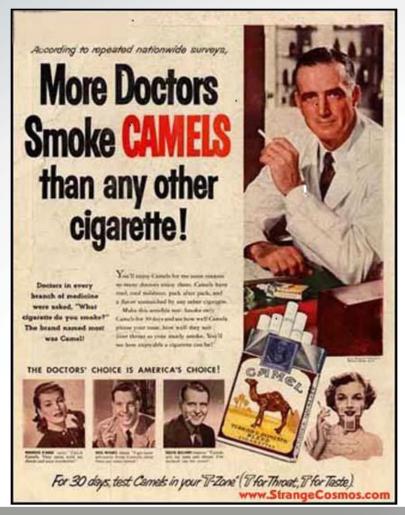
When Change Doesn't Stick – Scary Stats

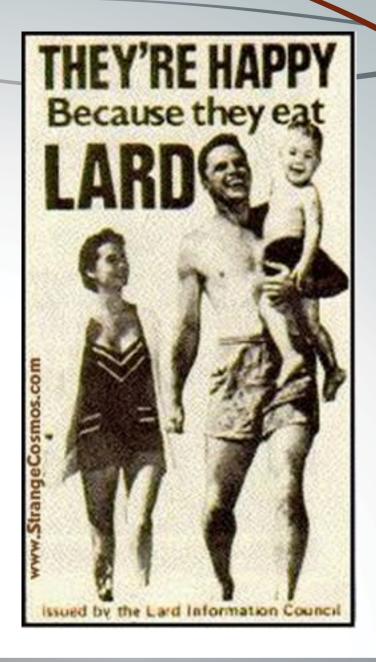
70% of changes fail!

Results: Lost Investment, Customer Dissatisfaction, Employee Cynicism, Eroded Trust

While most leaders today are highly experienced with change, they are far less experienced with change done right!

What We Thought Then.....





What's CQ (Change Intelligence)?

CQ (or Change Intelligence) is the awareness of one's own Change Leader Style, and the ability to adapt one's style to be optimally effective in leading change across a variety of people and situations

The Heart, Head, and Hands of CQ

Your Heartset, Mindset, and Skillset as a Change Leader

Engage the HEART "People"



Inspire the HEAD "Purpose"

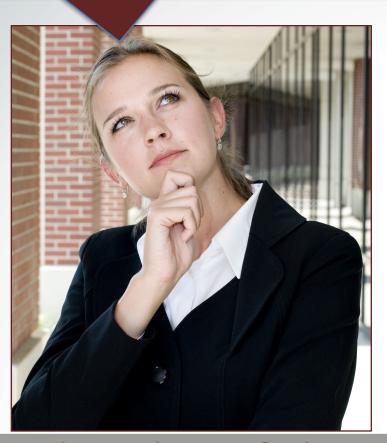


Help the HANDS "Process"



High Head Change Leader – Purpose!

"Onward and Upward!"



*If YOU are "High Head" share:

Your STRENGTHS in leading change
*If YOU Pare MOST IN HEAD "High Head"

Change RESTRATIONS: when working with High Head change leaders

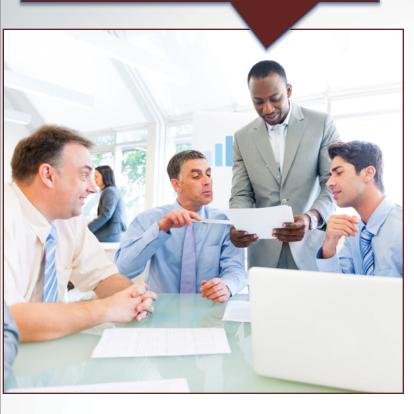
(confing from a coaching mindset"!)

What others should NOT DO to

ENGAGE FOR CHANGE!

High Heart Change Leader – People!

"Start with the Heart!"



*If YOU are "High Heart" share:
Your STRENGTHS in leading change
*Iff you care ev word in the with the airtight heart"
chouse PRESTRATIONS when working
with hear each be leaders
(con ING FOR COLLENGE mindset"!)

What others should <u>NOT DO</u> to ENGAGE FOR CHANGE!

High Hands Change Leader – Process!

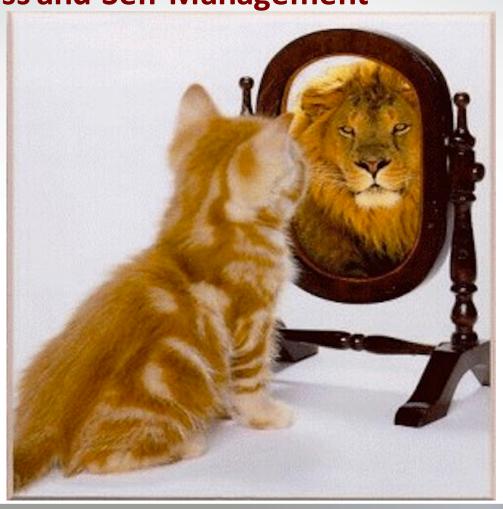
"Plan the Work and Work the Plan!"



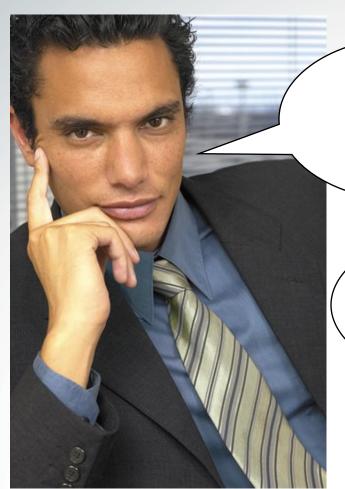
*If YOU are "High Hands" share:

What others should <u>NOT DO</u> to ENGAGE FOR CHANGE!

How You See Yourself Self-Awareness and Self-Management



How Others See You Social Awareness and Relationship Management



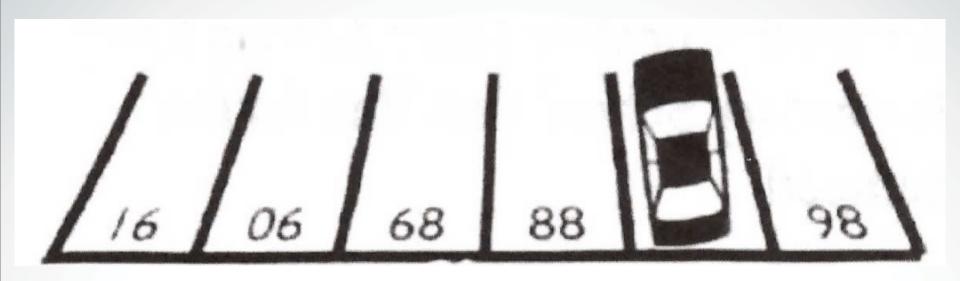
Takecharge attitude

Bossy and demanding

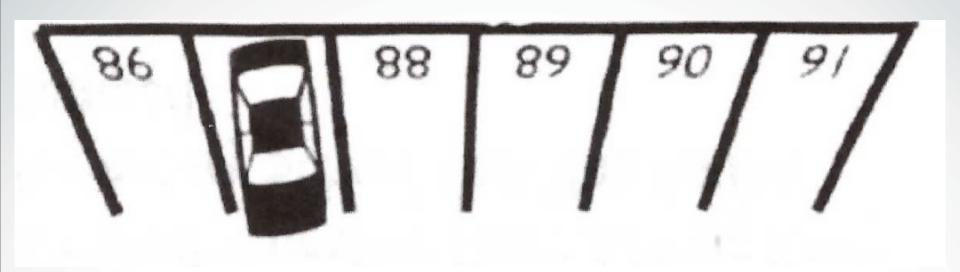
The CQ Model – Change Leader Styles

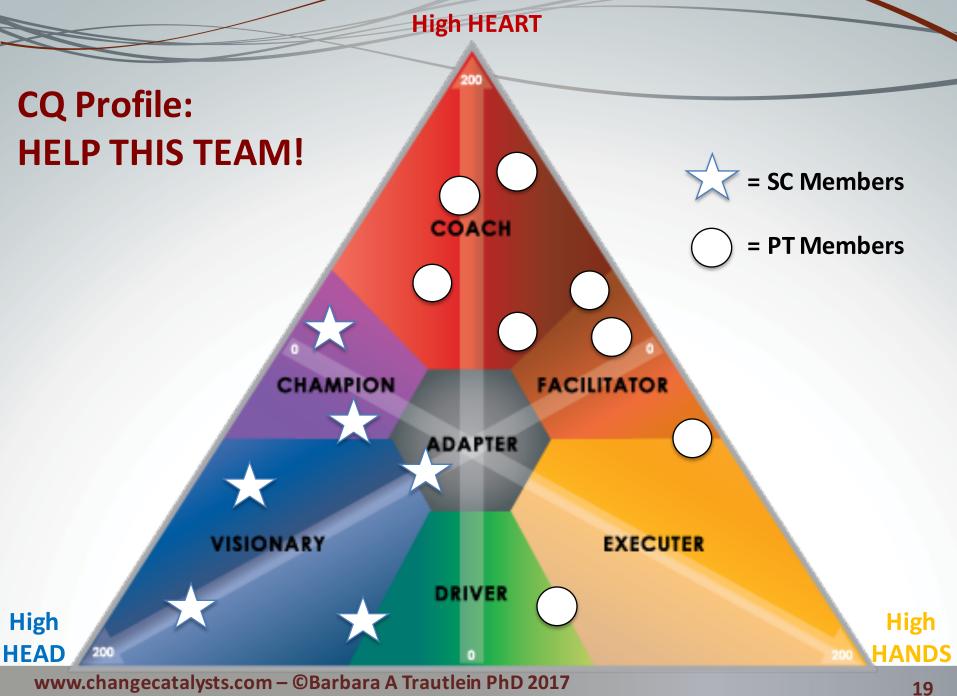


What parking spot # is the car parked in?



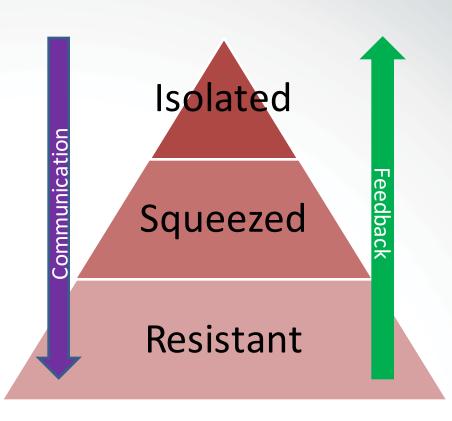
To Overcome Resistance – And Lead Change: CHANGE YOUR PERSPECTIVE!!!





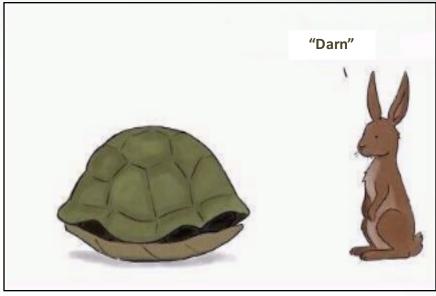
Change Challenges at Different Levels

Change Intelligent
Organizations
understand these
dynamics and use
Heart, Head and Hands
to facilitate alignment
and cascade needs and
expectations!



Adapt and Win!





CQ - What Leaders Can Do to Engage for Change

Engage the HEART



- What's in it for me?
- •What's in it for us?
- Deal with my fears!
- Encourage my hopes!

Inspire the HEAD



- •What is the change?
- •Why are we doing it?
- How will it help my team's objectives?
- •The company's goals?

Help
the HANDS



- •Give me the tools!
- Give me the training!
- •Give me the coaching!
- Get rid of the barriers!

You've Got the POWER!!!



More CQ Opportunities for You!

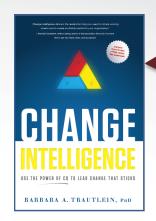
Thank You! Contact Me! www.changecatalysts.com btrautlein@changecatalysts.com

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Twitter: btrautlein

CQ Workshops, Webinars & Certification (earn PDUs/CEUs!)





CQ Assessment (FREE tool in the book!)

Change Intelligence Book (download two FREE chapters!)

