



Change Resilience

*an essential competence
when leading change*



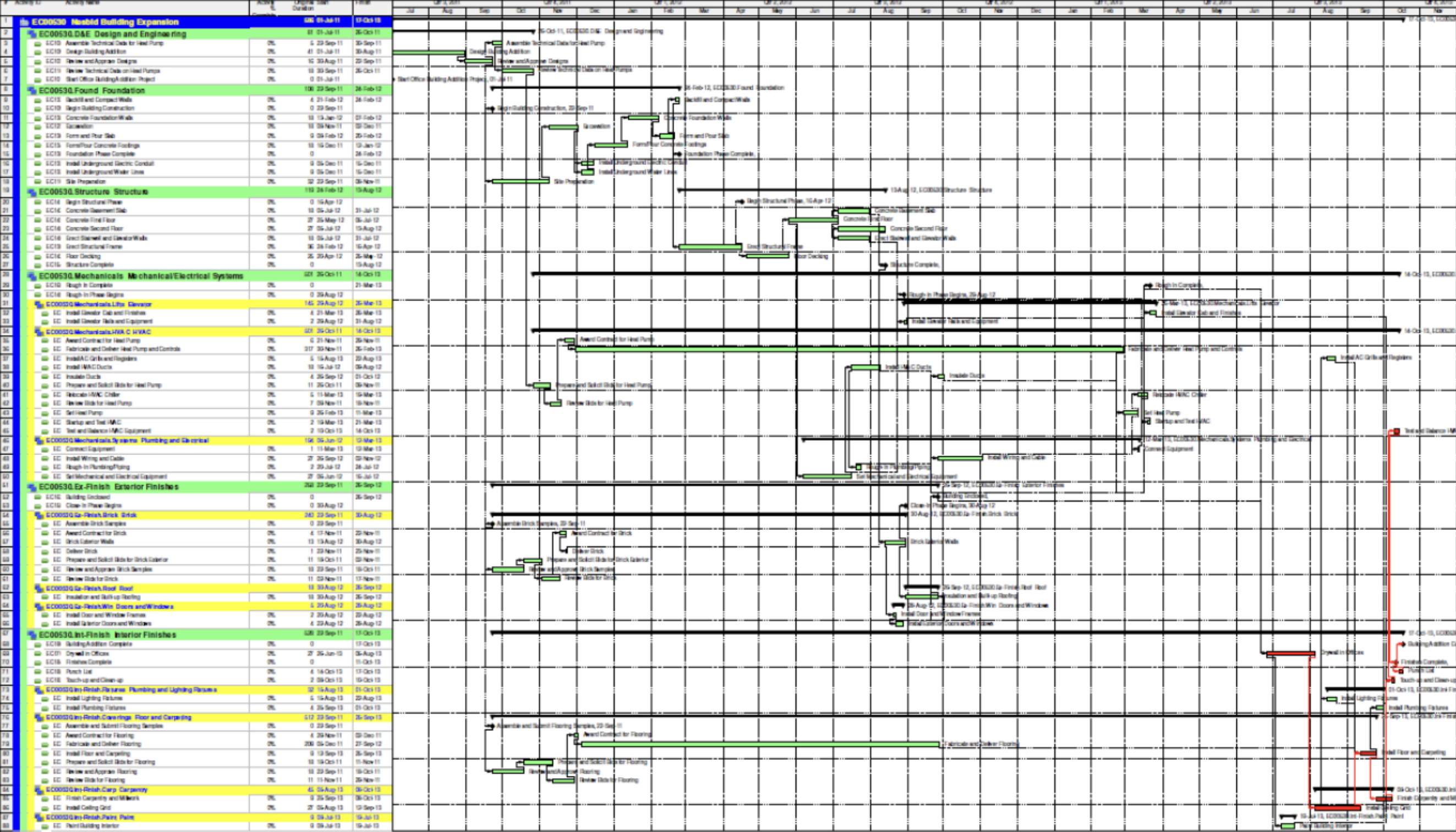
Think of a recent situation.

Your reaction
*was a stressful reflex,
not being your best self.*

So you are crafting and delivering
impactful leadership development programs?

Imagine you being the leader.





On a scale from 0 to 5...

How familiar looks this way of
dealing with change management
in your organization?

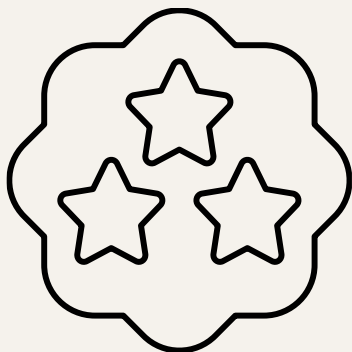
The vast majority of organizational change projects lacks a well thought human approach.

If there is one at all.

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thrive.together.

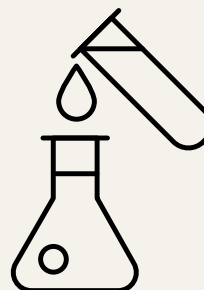




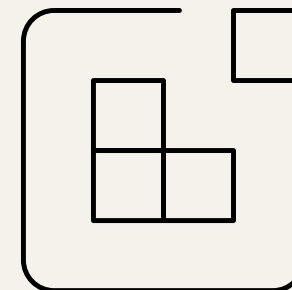
We endorse



We engage



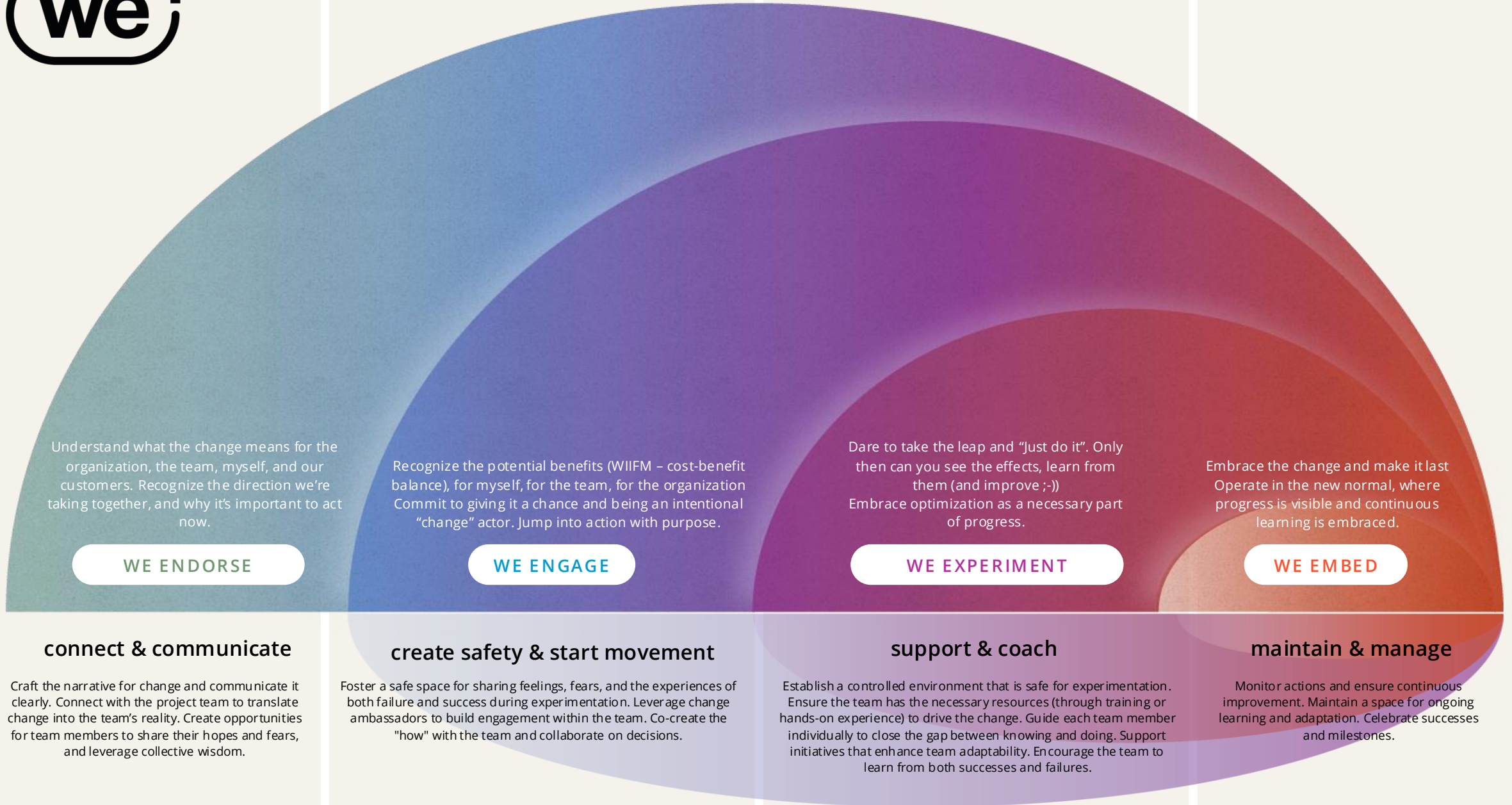
We experiment



We embed

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Change.*together.*

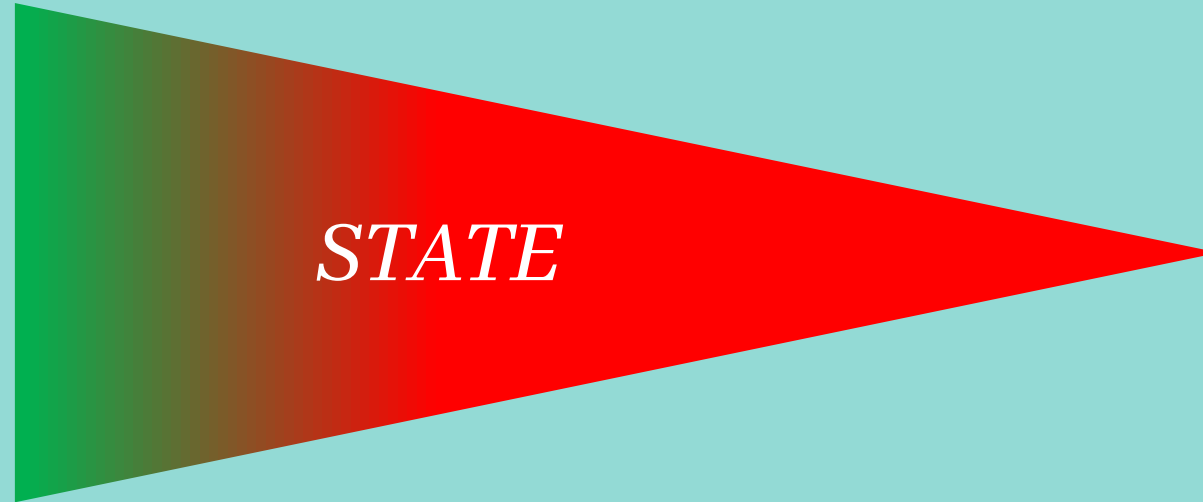
Our Change.Together. model is designed to help organizations adapt to change, enabling both business and people to thrive, together. Change.Together. is not linear, but **evolutive and cyclic**. Change requires continuous adaptation from organizations, teams and individuals. We believe that change only can happen together. Therefore, Change.Together. is rooted in an **inclusive approach**. In our model, employees become **intentional change actors** and leaders support them through all cycles.



Leaders
consciously decide
how to show up.
*Ideally as their
best self.*

Connected
Open
Centered

Life is happening BY ME



*Closed
Resisting
Hurting*

Life is happening TO ME

Think back of that recent situation.

What *did you say or do?*

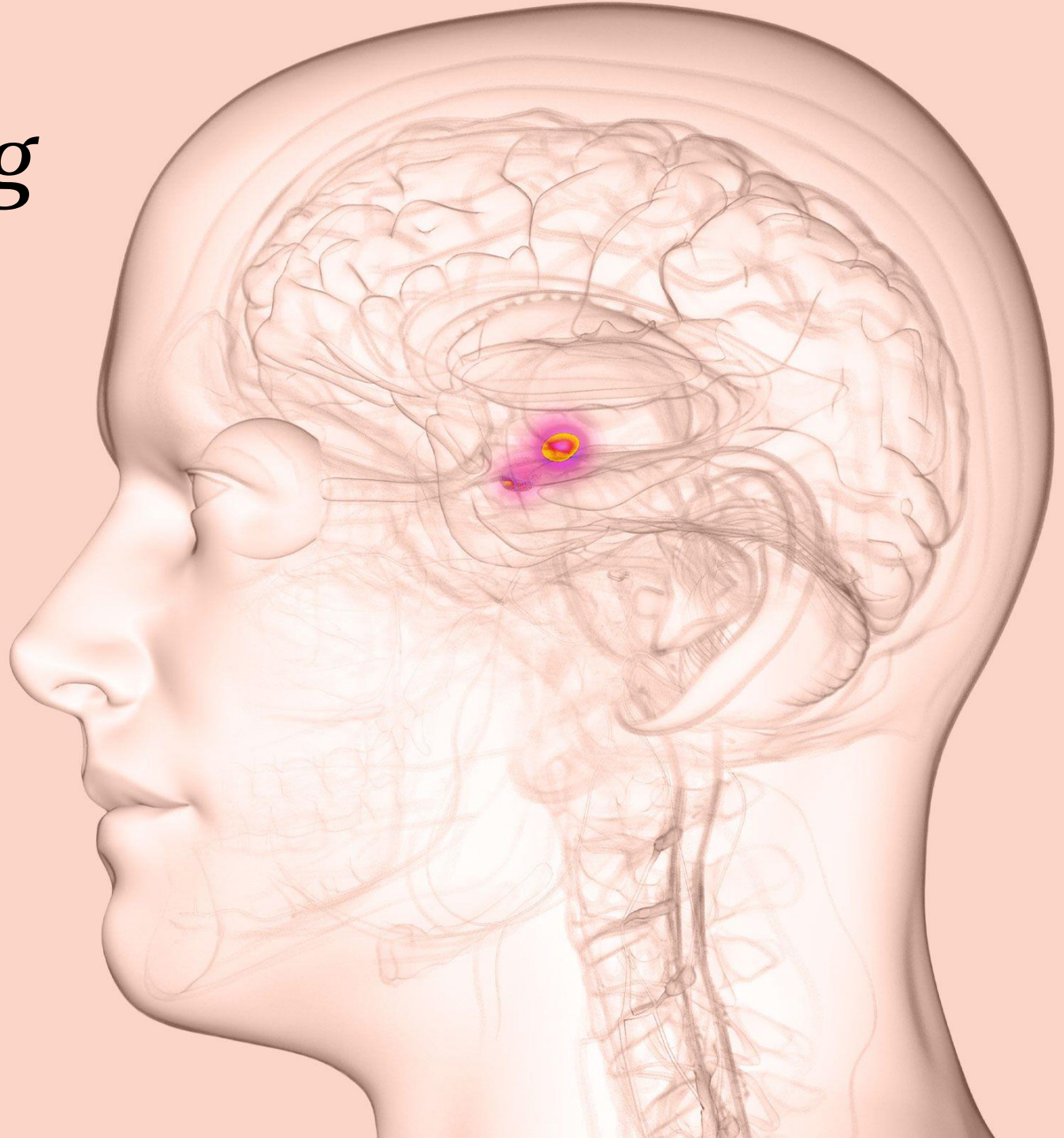
Now imagine. You as your best self...

What *could you have said or done?*

State impacts *brain functioning*

*We are wired for self-preservation,
not for self-actualisation.*

Margie Warrell





Between **trigger** and
response is a space.

A space inviting for
our response.

*In our response lies our
growth and our
freedom.*

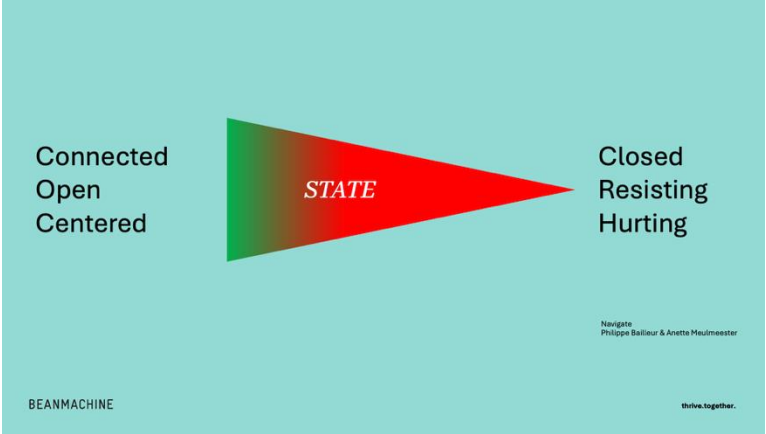
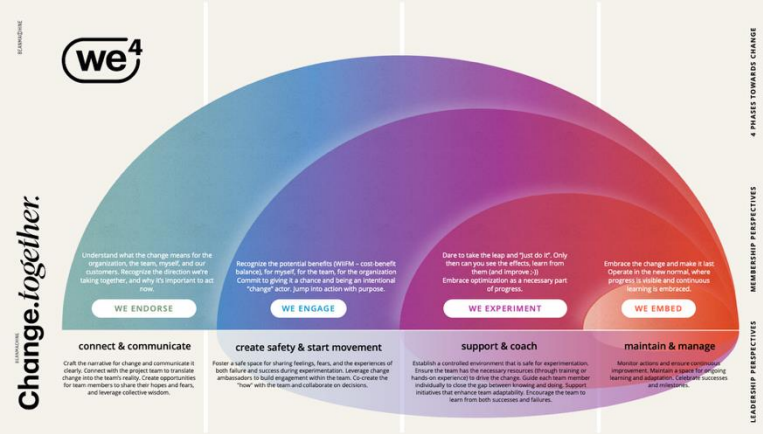
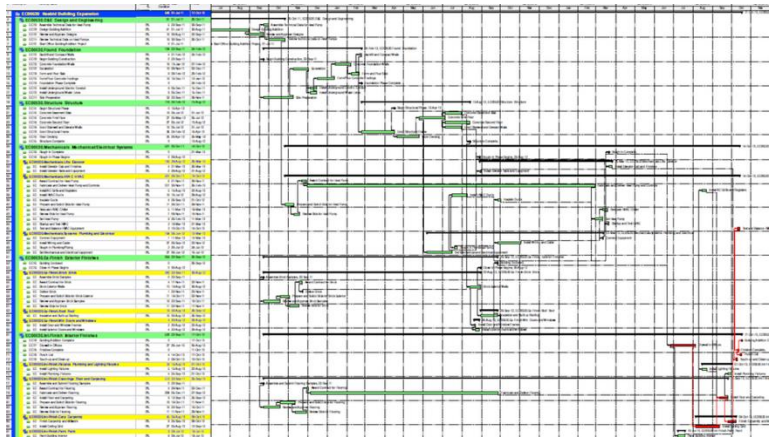


Viktor Frankl

Neurologist & psychiatrist
Holocaust survivor

From *resilience* via change leadership back to change management

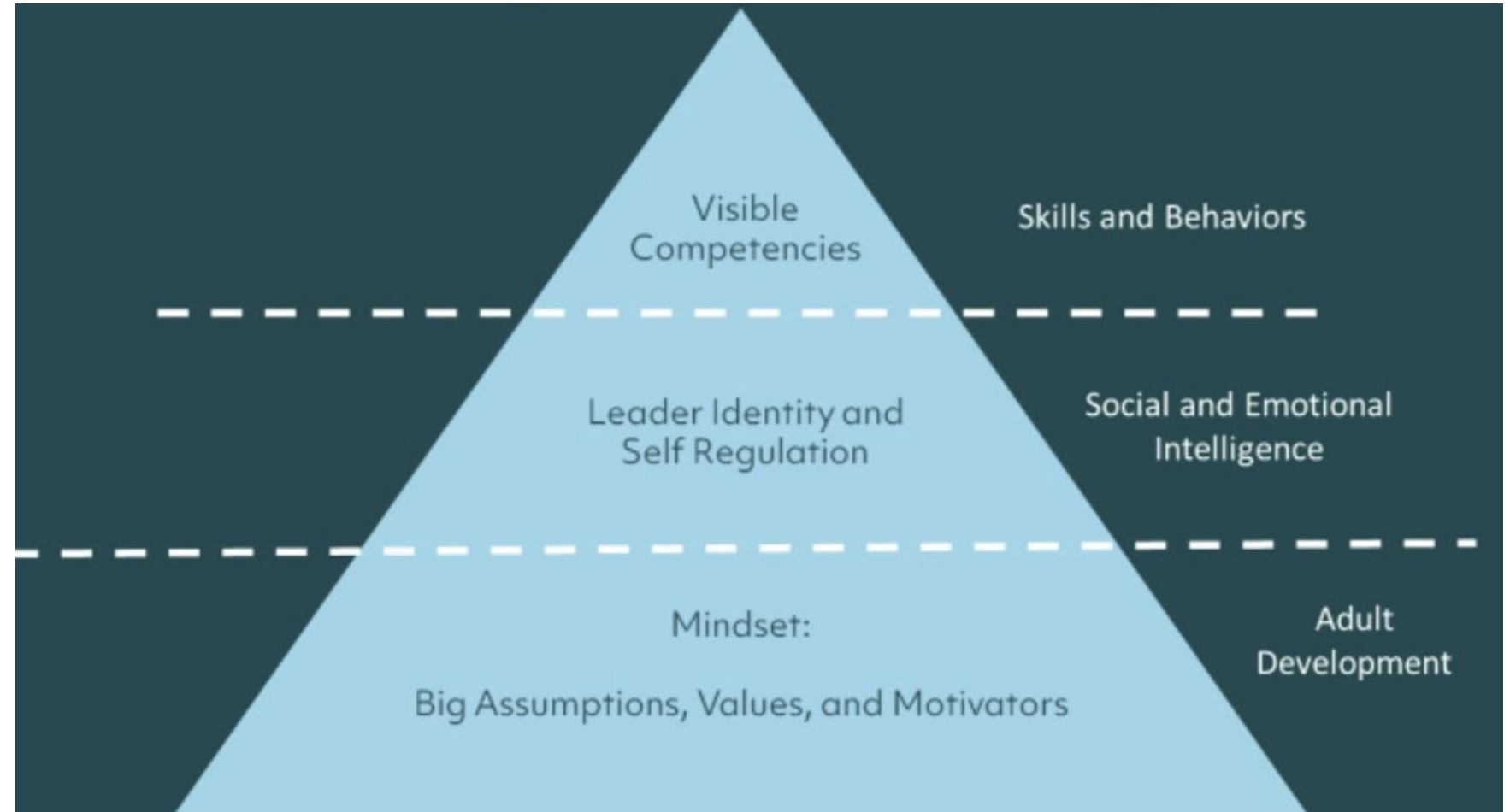
To manage change effectively, a well thought human approach is required...



and change leaders ideally show up resiliently.

Self-leadership as a foundation, not as a module

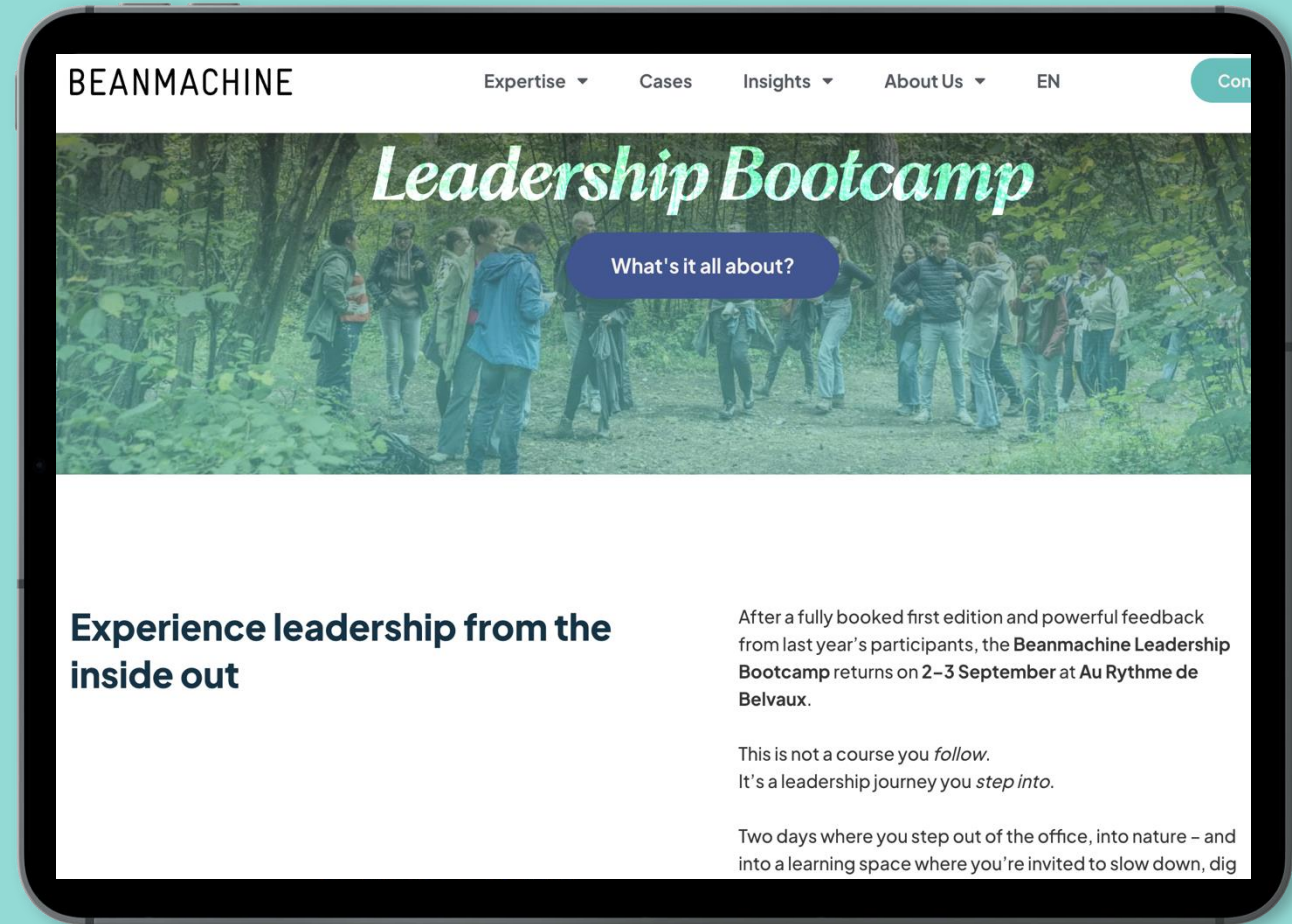
Adapted from Day, Harrison & Halpin (2009)
An integrated theory of leader development



Curious to learn how?

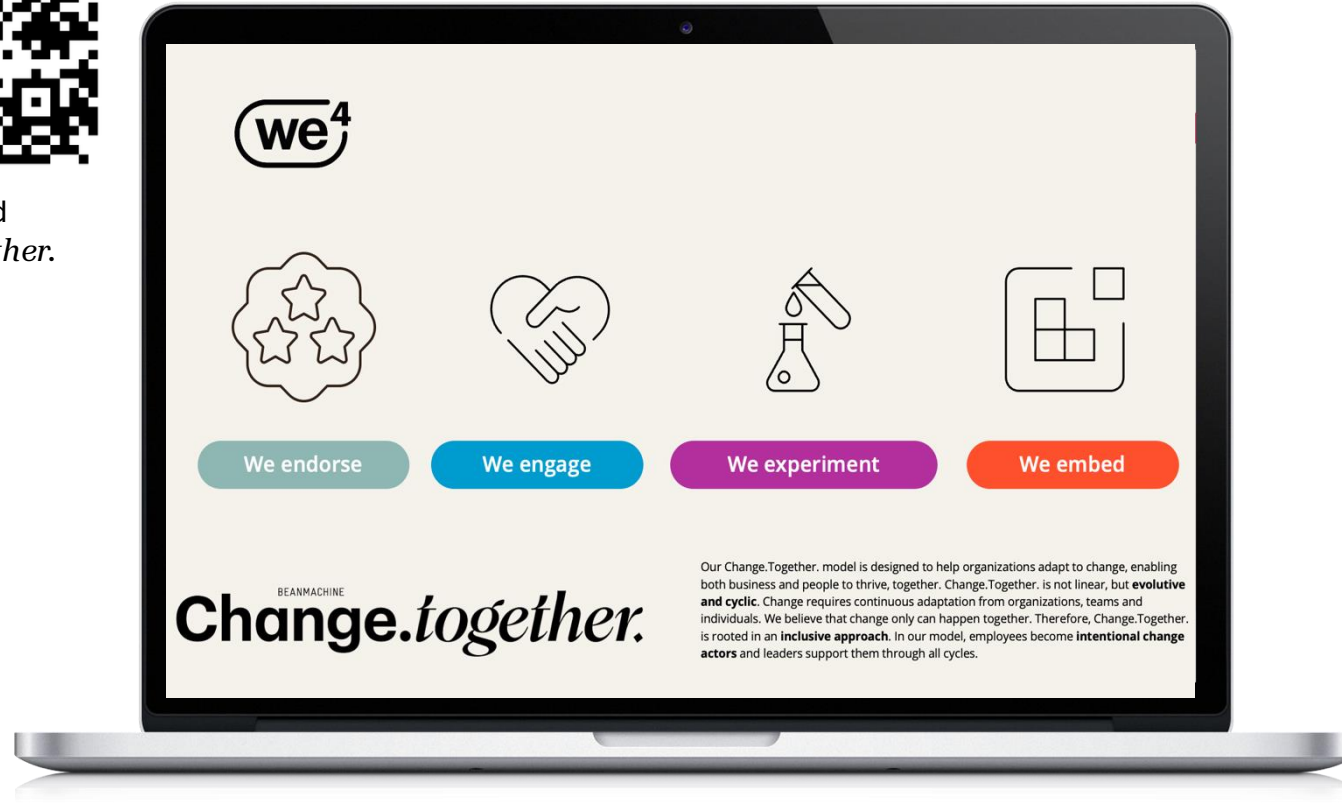


Ik wil mee op **Explore & Learn Bootcamp** van 2 tot 3 september met andere L&D en HR professionals!

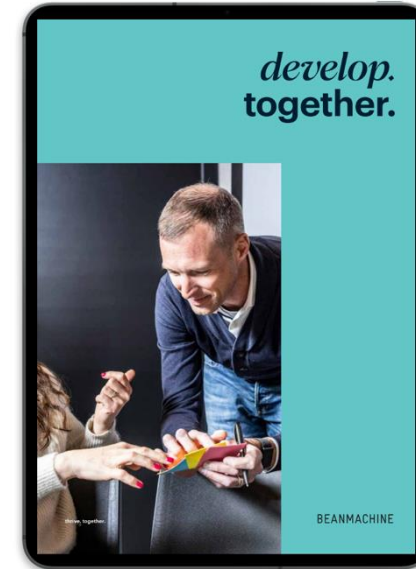




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thrive.together.

It was a pleasure.

Let's have a chat at our booth.

I S14

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