



innovative  
PATHWAYS

# Change Leadership

A Pathway to  
Change that  
Works

## Leading & Navigating Change is an Important Capability

Change leadership is an important capability in an environment where volatility and uncertainty are the new normal. Today's business leaders are called upon to steer their organizations through constant disruption and ambiguity. World class leadership development strategies recognize that the ability to navigate complex changing business environments is the new standard for success. Developing change leaders to improve their opportunities for success can be achieved by exploring their personal change preferences as well as understanding the change preferences of others.

## Change Leadership Styles

The **Change Style Indicator® (CSI)** Indicator is a world renowned leadership assessment designed to measure an individual's preferred change style. It explains three change styles preferences and helps leaders at all levels with insights on managing through change and understanding for how those around them might perceive and respond to their style. The assessment is research based and has been validated with over 180,000 global professionals.

CSI can be used by people to improve interpersonal communication and understanding, improve team work, enable group creativity and innovation, increase collaboration and realize the values of all perspectives when working on challenges and opportunities in a rapidly changing workplace.

The workshop is an interactive, experiential based session involving the CSI assessment, group discussion and activities, and global research and workplace tools.

### Content Areas:

- Understand three unique styles for dealing with change and your change leadership style
- Clarify how your preferred style affects others and how other styles affect you
- Develop strategies to address the potential pitfalls in your style that can limit your agility
- Explore advantages and strengths that each style offers in a team change effort
- Learn about global research on change leadership styles when managing in a global environment
- Learn about how to navigate the four stages of the change and transition process

### Facilitator - Tammie Plouffe

Helps leaders and teams who want to make an extraordinary impact and discover innovative ways to deliver great results.

Tammie is Managing Partner of Innovative Pathways in Canada working globally with large and mid-sized organizations. In addition to her consulting and training practice, Tammie has led a global brand's product development, and has led internal Organization Development functions. She recently published articles through Harvard Business Review and has also co-authored three leadership indexes with Discovery Learning Inc.: Influence Styles Indicator, Change Readiness Gauge and Change Navigator, the Talent Trouble Matrix tool with TKB Hanna & Associates and an innovative facilitation tool called Image Insights with Multi-Health Systems. Inc.

Tammie has a B.A. Psychology from Dalhousie University and Master of Science, OD from Pepperdine University.

**Teams and leaders will leave this workshop with greater clarity on their personal change style and how to be successful together during times of change and transformation.**

### This works when you want to:

- focus on the transformation required to deliver a strategic plan
- lead a change project or program
- develop leadership and team skills
- re-energize a team
- integrate new members or new leaders

### Teams and leaders learn:

- self awareness and skills for navigating change environments successfully
- how to leverage the strengths of diverse perspectives on approaches to change for increased collaboration and better results
- how to enable a group's creativity and innovation by understanding style preferences
- ways to improve teamwork by understanding the advantages and strengths that each style brings to an organization undergoing change

### Logistics

- Customizable as a one-day session or 2- 4 hour workshop.
- Available for small teams and large group sizes (range is 12 – 180 participants)

### Thought Leadership Publications on Change:

<https://hbr.org/2010/06/four-ways-to-know-whether-you>

<https://hbr.org/2011/07/communicating-change-as-busine>