

**DON'T
PANIC!**

**Great Leaders Pivot,
Not Panic**

**6 Keys To Help Your Team Buy Into Change,
Adapt Quickly & Innovate For Future Success**

**SPEAKER:
BETSY ALLEN-MANNING**



Howdy Partner!

This Texan is looking forward to connecting with you soon, and provide insights into what it takes to adapt, pivot, innovate & lead your team successfully through the change management process.

I'll be sharing SIX strategies from my Change Management Blueprint that will give you the confidence & innovation to move forward during times of change.

HERE ARE A COUPLE TIPS TO GET THE MOST FROM OUR TIME TOGETHER:



AVOID MULTI_TASKING:

Turn off everything that is operating in the background, including any email systems, iTunes, or any extra programs. Studies show that multi-tasking lowers your chances of retaining the information learned.



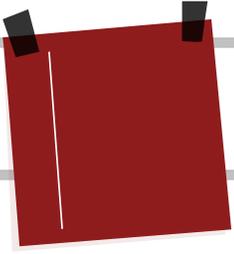
PRINT THIS WORKBOOK AHEAD OF TIME:

This workbook is to help you stay fully engaged and take notes as we journey through my presentation together.



BE A 100 PERCENTER!:

My dad once told me, "If you don't give 100% when you don't think it matters, what makes you think you'll give it when it does?" So show up fully present and be willing to participate OFTEN in the chat box!



GO AHEAD...TAKE SOME NOTES HERE!





C1=

_____.

The first person you need to sell any change to is _____.

CHANGE AGENT:

A person in an organization who identifies _____, recognizes _____ for improvement, helps _____ new processes & assists people to adapt to a new way of doing things.

QUALITIES OF A CHANGE AGENT:



Identify business _____.

Change agents look at how the current changes impact the 4 main areas of their organization.

- _____
- _____
- _____
- _____



Identify business _____.

What are the opportunities for your _____?

-
-
-

What are the opportunities for your _____?

-
-
-

What are the opportunities for your _____
_____?

-
-
-

What are the opportunities for _____?

-
-
-



Ability To _____ **and** _____ **quickly.**

PIVOT Exercise 1:

PIVOT Exercise 2:



C2=

_____.
How you _____ change to the people you influence has
the biggest impact on how much _____ you will get.

COMMUNICATE CHANGE TECHNIQUE:



Clearly define what's changing and _____.

Define the following:

- The _____ that are taking place and _____.
- Any new _____ and _____ they will need to take on.
- The _____ and _____ that will be provided for their success.
- What _____ looks like from your perspective.



Anticipate and Eliminate _____.

3 Types of Employees:

• _____.

• _____.

• _____.

Change Resistance Indicators:

1.

2.

3.

4.

5.

6.

7.



C's
3-4

C's 3-4=

_____ and _____.

One of the most important things leaders tend to neglect during a crisis or change is keeping their teams connected in a way that unites them in the overall _____, and get them to work together to accomplish it.

Collaborate & Innovate Exercise 1:

Collaborate & Innovate Exercise 2:



C's
5-6

C's 5-6=

_____ and _____.

The type of _____ you develop during change determines the culture you're left with in the _____.

BIGGEST MISTAKES LEADERS MAKE DURING TIMES OF CHANGE:



Not Managing _____ and _____

_____.

The F.E.A.R. Method:

F: _____.

E: _____.

A: _____.

R: _____.



Causing Change _____.

People experience multiple _____ at once and _____, and therefore, they stop trusting that new changes will _____ and they also become less _____ to any future change.



Expecting Immediate _____.

Signature Exercise 1:

- _____
- _____
- _____

Signature Exercise 2:

- _____
- _____
- _____

*"You can't build an adaptable organization without adaptable people, and people only adapt for 2 reasons; because they **HAVE** to or because they **WANT** to." -Gary Hamel*



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