

## Business Readiness: Ensuring Our Teams Are Ready for What's Next

Are your employees still requesting time to 'grieve' when the organization makes necessary changes to stay competitive? Are they complaining of change fatigue? That change is too hard?

For over 30 years, leaders have been taught how to soften hard news to reduce resistance and get "buy-in" to key strategic initiatives. Perhaps you've felt compelled to apologize for the "all the change" that constantly rocks your organization. You've spent hours perfecting a process to approach, communicate and reinforce a new process, project or work situation, and yet our teams are at times battle fatigued, remaining unaligned with overall strategic objectives and ill-prepared to deliver on organization goals of the near future.

Resistance to change is among the top five generators of drama and emotional waste, and according to our research, it adds up to almost 2.5 unproductive hours per day per employee. To this, I issue a new call to greatness for readiness, which can be achieved by debunking the change myths that have fueled the need to sympathize with and coddle employees, preventing readiness for change.

So, what's next? How can leaders stop making change least disruptive to their people and instead deliver up ready, willing and able teams who ensure that change is *least disruptive to the business*? How can leaders move their teams beyond surviving change and call their teams to thrive in changing times and fuel innovation? Abandoning "change management" and focusing on "business readiness" gets people fluent in the now and ready for what's next – vital to creating and sustaining great results.

This high energy session will reveal the modern leader's role to deliver teams and talent that are ready for what's next. Leaders will walk away with simple tools and practical strategies to ensure their teams are able to greet change with a "good to know," quickly adapt, and deliver on the needs of the organization to meet the competitive demands of the market and customers. After all, change isn't hard – it's only hard for the unready.

### Session Objectives:

- Modernize the leadership philosophy to focus on business readiness and dispel the myths and traditional theories of change management
- Provide strategies to ensure that leadership focus is to ensure change is least disruptive to the business rather than attempting to make change least disruptive to the people
- Embrace a “pyramid of readiness” – a game-changing approach to transforming cultures that respond well to adversity and drive innovation and results
- Facilitate understanding of the causes and anecdotes to “change fatigue” and provide ways in which leaders can conserve team energy for highest possible ROI
- Provide practical techniques and tools for leaders to incorporate in their daily practices to align their teams with organizational direction and shift energy from “why we can’t” to “how we could”