REALITY-BASED LEADERSHIP

Q&A with Cy Wakeman: 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. Resistance to change is among the top five generators of workplace drama, and according to our research, drama adds up to almost 2.5 unproductive hours per day per employee. So, what's next? Most leaders have been taught to work to keep change least disruptive to their people, when reality calls for leaders to deliver up ready, willing and able teams who ensure that change is *least disruptive to the business*.

Abandoning traditional leadership philosophies about "change management" and focusing on a modern approach called "business readiness" will enhance accountability and get people fluent in the now and ready for what's next – vital to creating and sustaining great results. In this session, leaders will learn a new approach to hardwire accountability into their teams and build employees with the skillsets and mindsets ready to deliver on any challenge. They'll hear innovative business examples that debunk the change myths that have fueled the need to sympathize with and coddle employees, preventing readiness for change. After all, change isn't hard – it's only hard for the unready.

This interactive Q&A session will offer participants the opportunity to ask the expert, Cy Wakeman!

Session Objectives:

- Modernize the leadership philosophy to focus on business readiness and dispel the myths and traditional theories of change management
- Gain a true understanding of the four elements of the competency of accountability
- Provide strategies to hardwire accountability into the workplace
- 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 shared accountability and 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