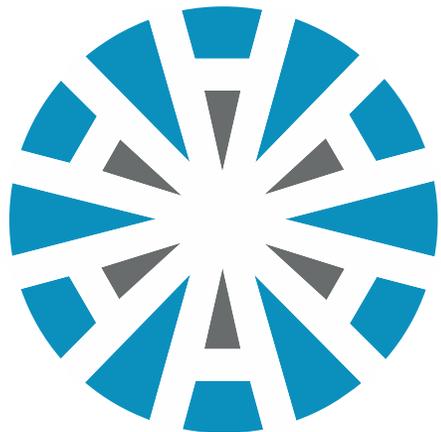


Anne Grady

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**anne
grady
group**

Navigating Change

Staying inspired in the process







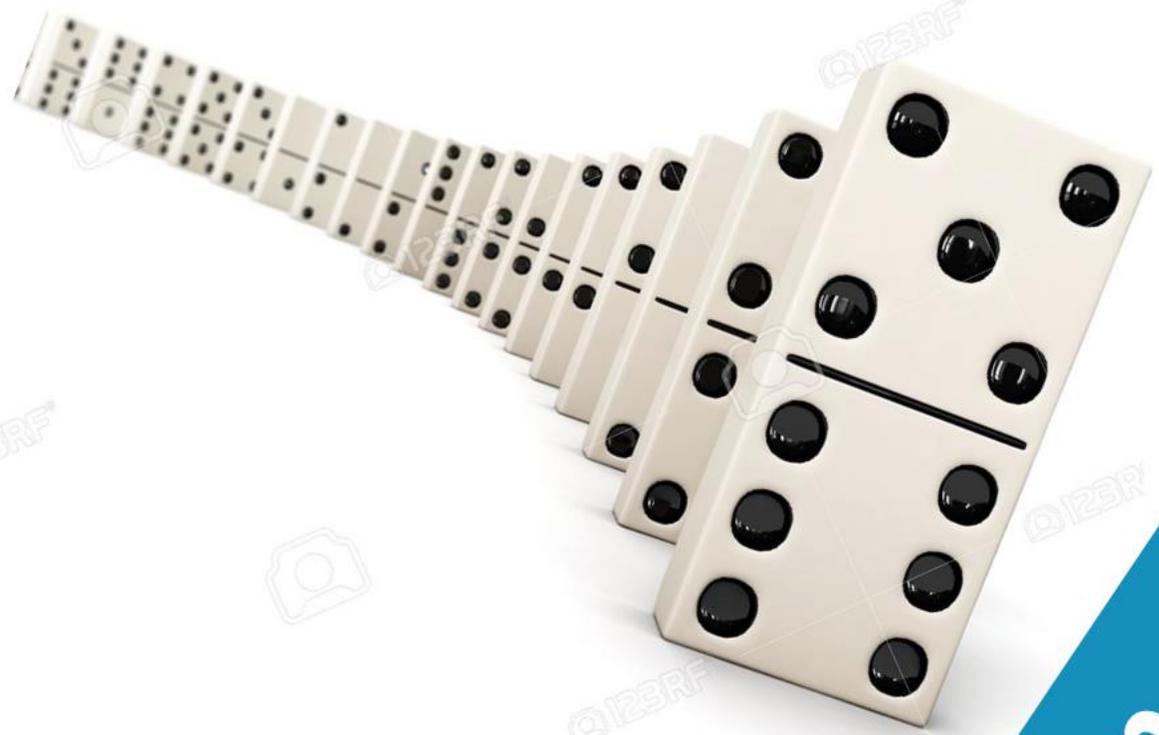
DESPERATION



INSPIRATION!

Change Activity

1. Get a partner
2. Decide who will be Partner “A” & Partner “B”
3. Observe the other person
4. Get back to back with your partner



Reaction vs. Strategy



What Do These Have in Common?



HABITS

Limbic System
(Emotions & Behavior)

Neocortex
(Thinking & Planning)

Reptilian Brain
(Survival Instincts)



Change Requirements



Psychological Requirements



Technical Requirements

Change Requirements

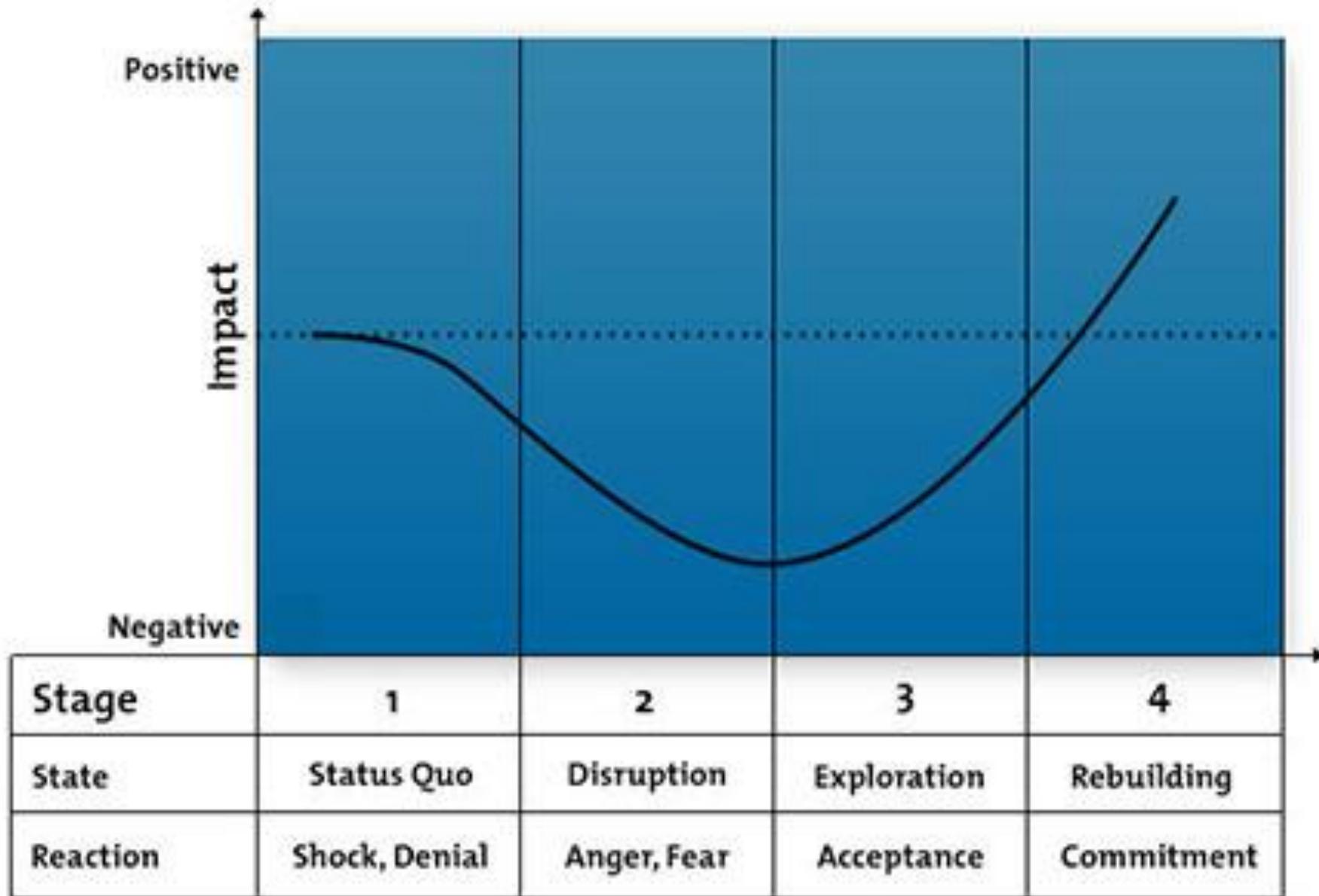


Psychological Requirements

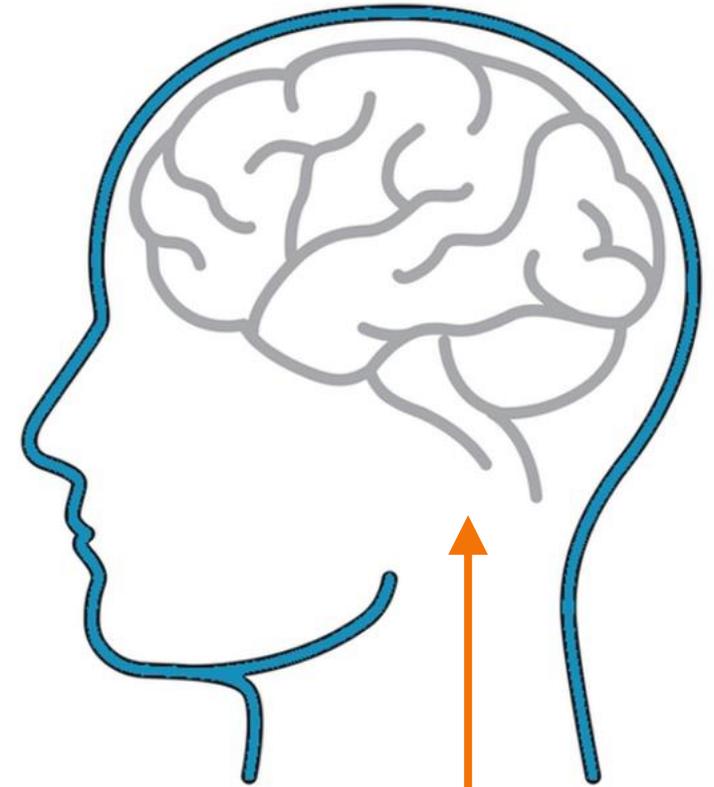
Positive and productive change cannot occur until the psychological requirements have been met.



The Change Curve



Change is Situational



**Transition is
Psychological**

3 Stages of Transition

1 Letting Go

- Recognize the need for change
- Let go of the old reality

2 In Between

- Often the hardest stage. You can't cling to the past and you don't know what to expect in the future.
- Provide and seek as much information as possible
- Create a strategy to get through the transition

3 New Beginning

- Begin to focus on new opportunities
- Create new habits and patterns

Rodney
the
Rabbit



"Hey kid, first
carrot is free..."



Use Your Strengths

- I feel most energized at work when...
- I feel most drained at work when...
- People see the best of me when...
- People see the worst of me when...
- I can use my strengths at work by...

What's
the
Goal?



Be Right Or
Get It Right?



The 4 Communication Styles



Driver

Fast
Direct
Blunt



Expressive

Talkative
Verbose
Colorful



Amiable

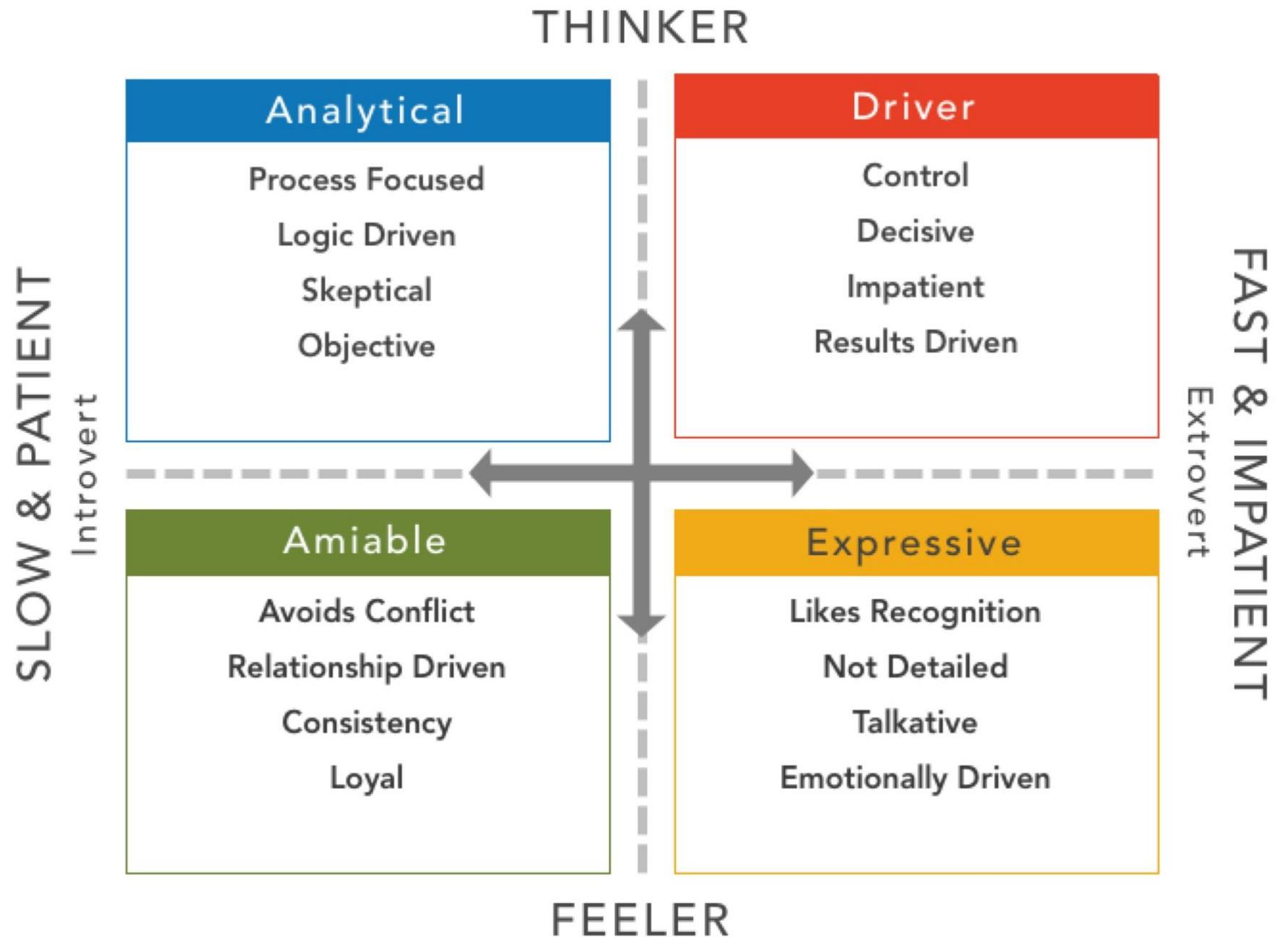
People
Harmony
Feelings



Analytical

Detailed
Precise
Methodical

The 4 Styles



Communication Strategies



- The BEST way to **communicate** with me is...
- I'm MOST **productive** when...
- The best way to give me **FEEDBACK** is...
- Most **meaningful recognition** to me is...
- The best way to **INFLUENCE** my behavior is...



A Leadership Lesson

*...from
Toilet Paper?*

What Are Your HPAs?

- 1.
- 2.
- 3.
- 4.
- 4.
- 6.

Do you and your manager agree on your HPAs?

High Payoff Activities
When 20% of the effort produces 80% of the results





The Pike Syndrome



A s s u m e

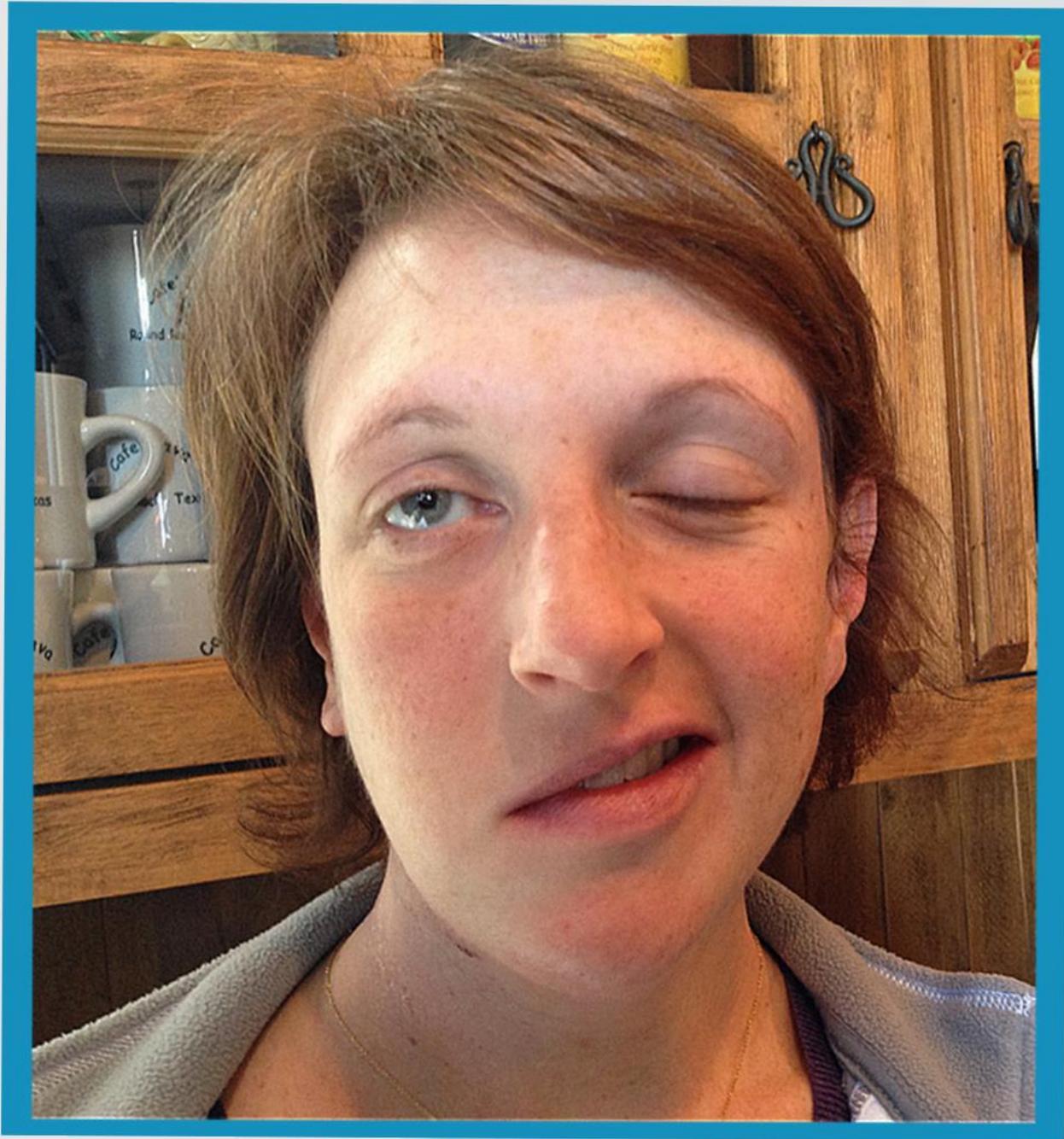
the best

i n t e n t i o n s

Change Agent

- Serves as a catalyst
- Helps facilitate and lead change

1. What must I change to become an agent of change?
2. What strengths do I have that will help me be a positive part of the change process?
3. What are 1 or 2 specific areas I need to improve to be a more effective part of the process?





Stay Social & Keep in Touch!

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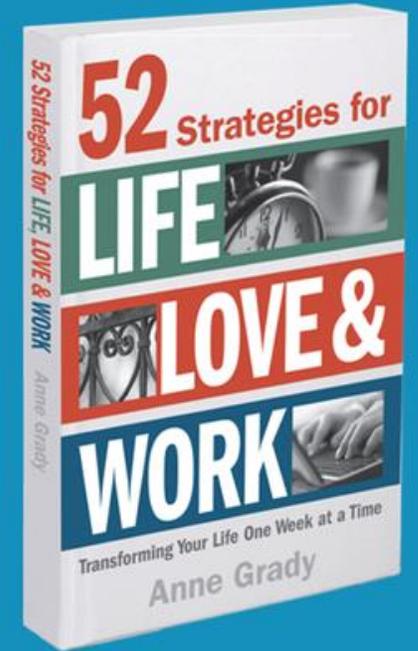
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