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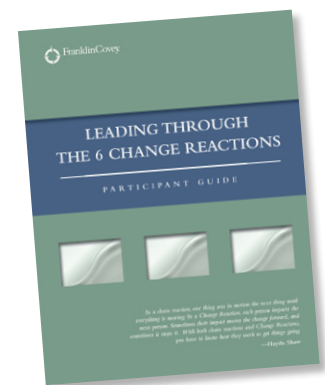
# 6 CHANGE REACTIONS



ACHIEVING ORGANIZATIONAL GREATNESS THROUGH KNOWLEDGE WORKER AGE LEADERSHIP

## Leading Through the 6 Change Reactions

*A consultant-led custom program for leaders at any level.*



“In a chain reaction, one thing sets in motion the next until everything is moving. In a Change Reaction, each person impacts the next person. Sometimes their impact moves the change forward, and sometimes it stops it. With both chain reactions and Change Reactions, you have to know how they work to get things going.”

—Haydn Shaw,  
Senior Consultant

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Participants in *Leading Through the 6 Change Reactions* will learn to:

1. Accelerate momentum.
2. Disperse resistance.
3. Release emotions.
4. Refocus discouragement.
5. Raise performance.

### Challenge

#### Is making changes harder than it needs to be?

When they announce changes, leaders tell their people that change is a fact of life. But there is another fact of life that leaders often miss: people react to change in six ways. Leaders find it frustrating and discouraging that some people react with excitement and others anger to the same change. When leaders and managers ignore The 6 Change Reactions, resistance grows, momentum stalls and the carefully planned change process stops.

## Solution

**Great leaders give individuals what they need based on each person's change reaction.**

*Leading Through the 6 Change Reactions* helps leaders and managers at all levels understand why they are making change harder than it needs to be with one-size-fits-all change strategies. By understanding not only the different reactions to change, but also the reasons for those reactions, leaders can create more effective change strategies that give different people exactly what they need so they can embrace change. Even more, leaders will save time and get better results by concentrating their energy on accelerating momentum rather than reducing resistance, even with unpopular changes or in difficult circumstances. Participants:

- Gain an understanding of the six different ways people react to change and how to draw on the contribution of each.
- Avoid the 4 Big Mistakes.
- Discover how to shift from reducing resistance to accelerating momentum.
- Practice implementing step-by-step instructions for more effectively dealing with each of The Six Change Reactions.
- Keep three types of negative people from killing change before it has a chance.
- Practice skills for helping people process the emotions change produces and refocus discouragement toward achievement.
- Implement three practical steps for raising a team's performance.

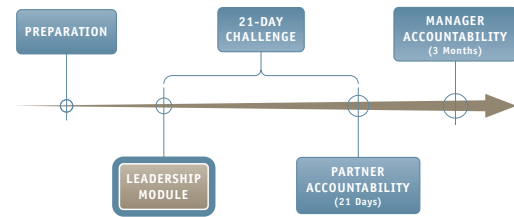
## Tools

Participants in the *Leading Through the 6 Change Reactions* program receive the following materials and tools:

- Participant guidebook
- 6 Change Reaction reference cards
- Change reaction assessment
- Time analysis tool
- Raising team performance tool
- Customized change plan

## The Process

You will significantly increase your leaders' ability to effectively lead workers through change.



## Leading Through the 6 Change Reactions

