

Better cope, adapt & ignite growth in the era of accelerated change.

TRY THESE CHANGE TOOLS TO REIMAGINE CHANGE SUCCESS

PREMORTEM

Minimise Optimism Bias
Maximise Risk Awareness

Time travel forward...
Your change project has stalled,
time and time again,
and eventually failed.

What 3 things caused it to fail?

1.

2.

3.

What 3 actions could have
prevented these from happening?

1.

2.

3.

PREVICTOREM

Minimise Pessimism Bias
Maximise Positive Foresight

Time travel forward again...
Your change project is a success!
Imagine your toughest stakeholder
writes a glowing review.

What 3 areas went well?

1.

2.

3.

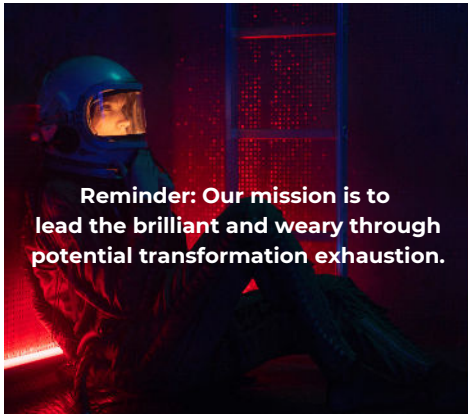
What 3 early moves helped you get
started and maintain momentum?

1.

2.

3.

Leading others through change? Try these coaching conversations.



Reminder: Our mission is to lead the brilliant and weary through potential transformation exhaustion.

READY & PROACTIVE

- ✓ I'm ready.
- ✓ Let's go!
- ✓ What needs to be done?

UNREADY & REACTIVE

- ✓ Not more change.
- ✓ Why me, why now?
- ✓ I'll wait to see what others do.

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01

YOUR CLARITY CONVERSATION:

I know we are asking a lot of you with this transformation initiative.

- Here's why it's important.
- Here's how it's impacting your role.
- Here's what's expected of you.

----- Reality based intro

----- Succinct delivery

----- Critical relevance

----- Success based close

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02

YOUR COMPASSION CONVERSATION:

- Do you want me to listen or coach?
- What's keeping you up at night? And what else?
- What do you need right now to feel better equipped and energised for continuous change?

----- Emotional agility intro

----- Turn towards suffering

----- Success based close

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03

YOUR CAPACITY CONVERSATION:

- On a scale of 1-5, what is your level of willingness to adapt to our change initiatives?
- How might we carve out time in your diary to recover and reinvent?
- How might we better diarise adaptive leadership activities?

----- Reality based intro

----- Adaptive capacity audit

----- Success based close

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