



JAN FOX

4x Emmy Winner – Inspiring ((BOLD)) Speaking

CHANGE Speak for LEADERS

Turn your Whine-Whine Teams into Win-Win Change Agents!

COMMUNICATE TO FACILITATE CHANGE

One thing is certain: You and your company will face more change in the future. You may be walking through it right now. How you SPEAK about change determines how your teams will follow. The Power of TWEAKS – MICRO Acts for MAXimum Impact – can help you lead your team from change conception through buy-in.

TAKEAWAYS

- ◆ Learn how NOT to lead through change.
- ◆ Discover common change “camps” and what to do about them.
- ◆ Learn how to define the comfort zone in new terms that will make leaving it seem easier.
- ◆ Create a Comfort Zone Picture for your biggest resisters. Now you can help them see a way out.
- ◆ Create a Resistance Picture. Turn common “bad attitude labels” into specific characteristics you can fix.
- ◆ Learn how moving backward 3 steps can propel you forward faster.
- ◆ Design the right way to express your mission.
- ◆ Find out how to build a CANDOR CULTURE.
- ◆ Develop a TWEAK action plan for the ART of change, starting now before the big change is ever announced.

V-O-I-C-E OF CHANGE

Volatility

Opposition

Instability

Complexity

Evolutions



THE MOST IMPORTANT OUTCOME:

Leaders walk through change confidently.

Teams follow.

Jan survived 14 GMs or News Directors in 19 years on local network TV. She understands change and what NOT to do about it.

“Jan received 9’s and 10’s across the board. The response was overwhelming.”

Lee Self, CEO of Forum Renaissance Leadership Group

