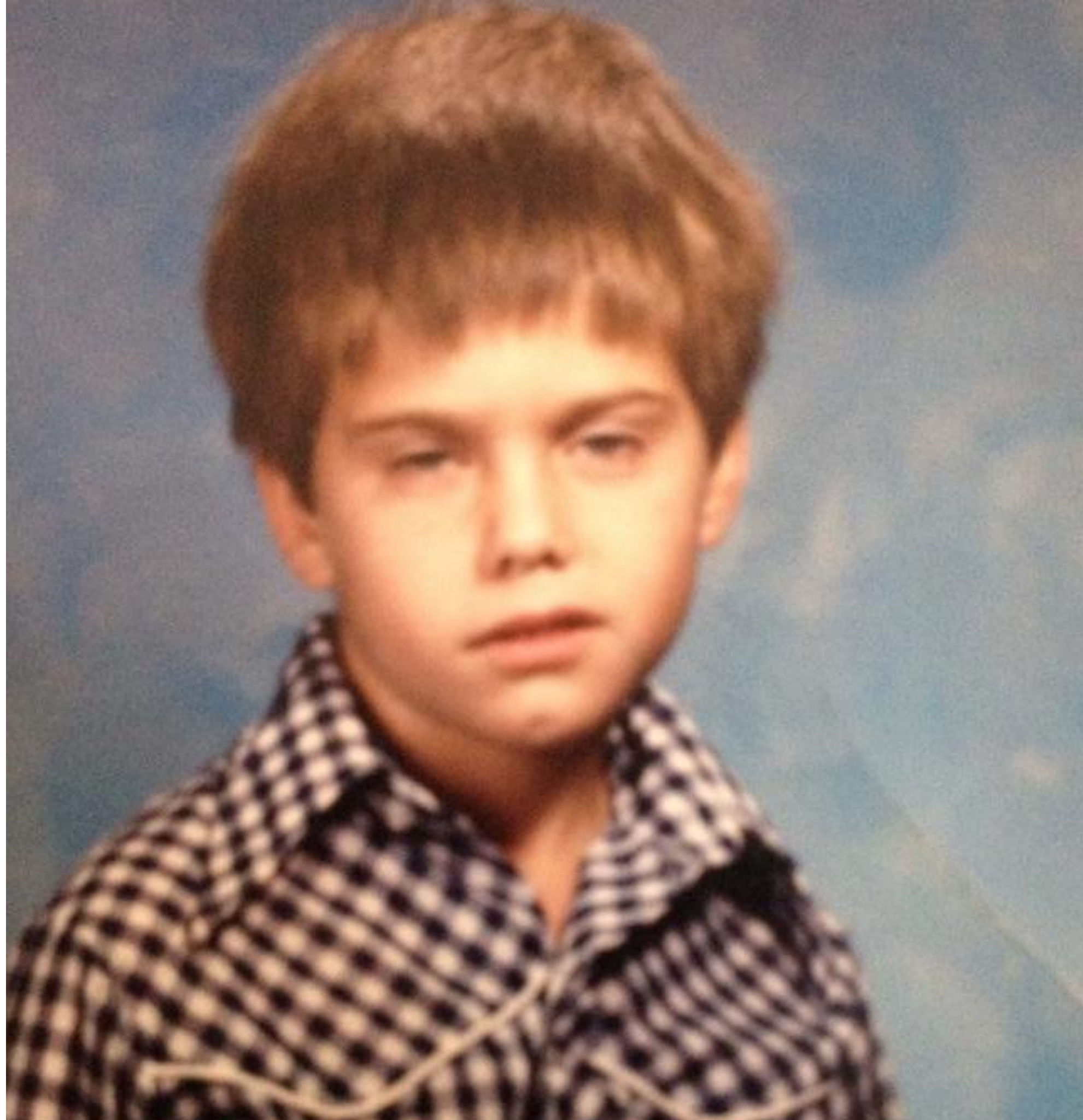


ENERGIZING CHANGE

LEADING THE
WAY WHEN
EVERYTHING
CHANGES











Daytime
with
KIMBERLY &
ESTEBAN

Pretend You're on a Cooking Show
Activities to do with Kids at Home







CHANGE

STATISTICS



73% of organizations expect
MORE change initiatives

- CEB HR Change Readiness Survey

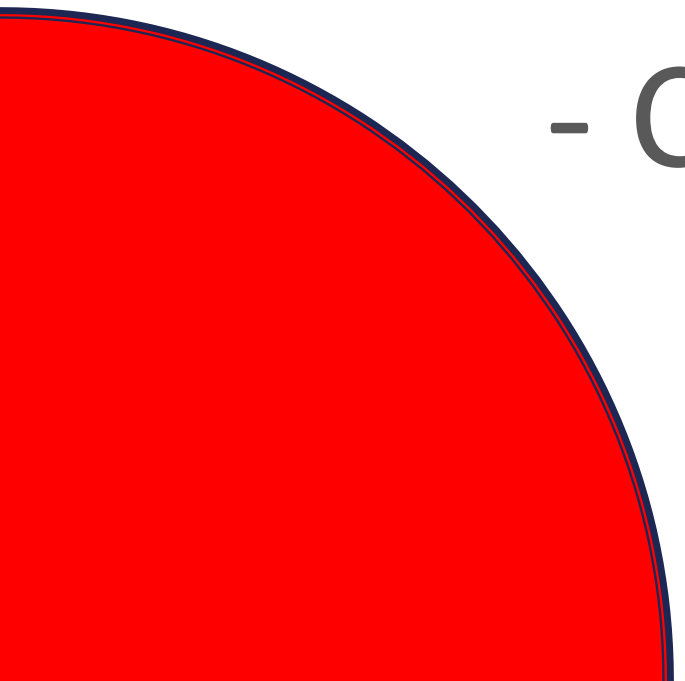
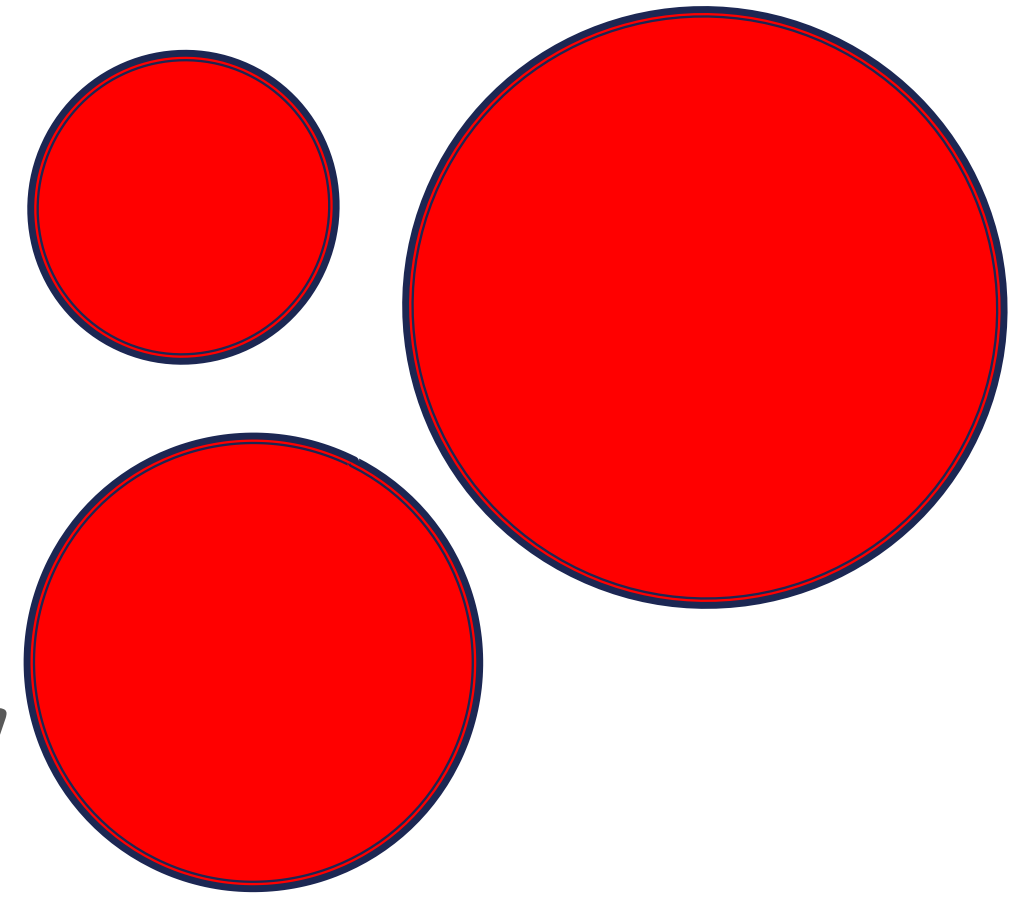
The slide features three large red circles: one in the top right corner, one in the bottom left corner, and another slightly below and to the right of the bottom-left circle. The text is centered and reads:

74% of Leaders Say They **Include** Employees in Creating Change Strategy

- CEB Workforce Change Survey

42% of Employees Agree They Have a Say in Change Strategy

- CEB Workforce Change Survey





•To lead change initiatives, what is the most impactful characteristic?

TRUST

LEAD

SUPPORT

MINDSET

COMMUNICATION

CONTROL

ENERGY

COMMIT

ACCOUNTABILITY

SAFETY

MANAGE

IN IT TOGETHER

FEEDBACK

AGILITY

*“CHANGE ENERGY is about
ALIGNMENT, not EXCITEMENT”*

= = Matt Brauning”

Habit #1
**OWN THE
UNKNOWN**



REFLECTION QUESTIONS

What “horses” get blamed often?

What if I took cause for 100% of my
results no matter what?

Habit #2

SET THE TRUST TABLE



S.E.T. TRUST TABLE

Sacrifice

Empathy

Transparency

*“Anyone can hold the helm
when the sea is calm.”*

= Publilius Syrus

REFLECTION QUESTIONS

Do I put myself first when I shouldn't?

Do I empathize easily?

What situation in my work could I be more transparent?

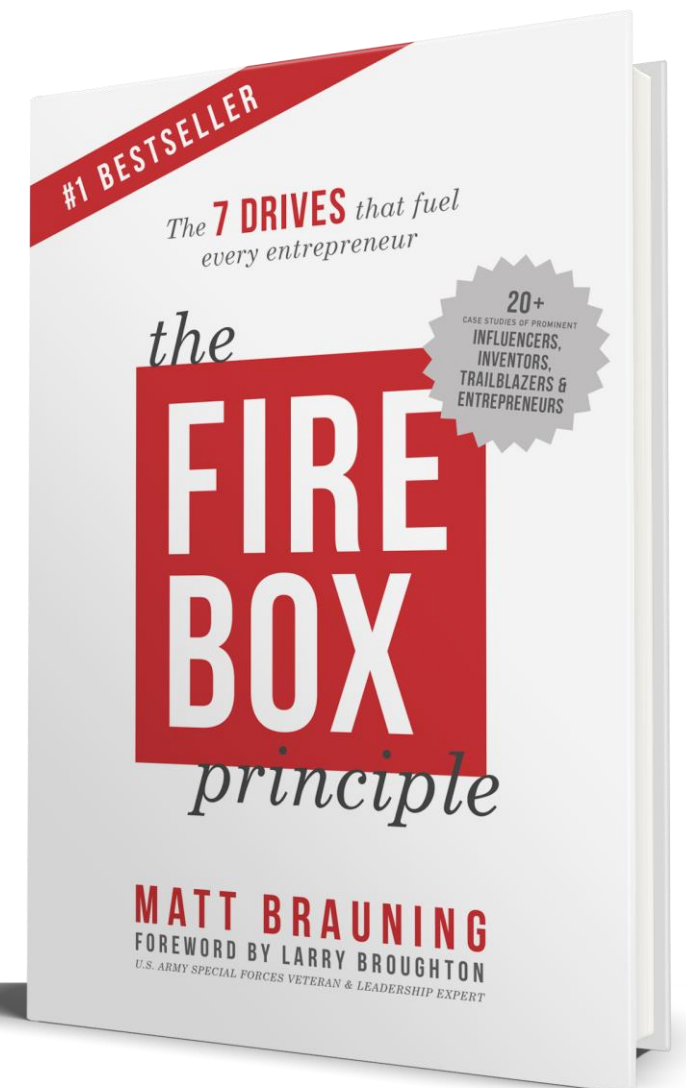
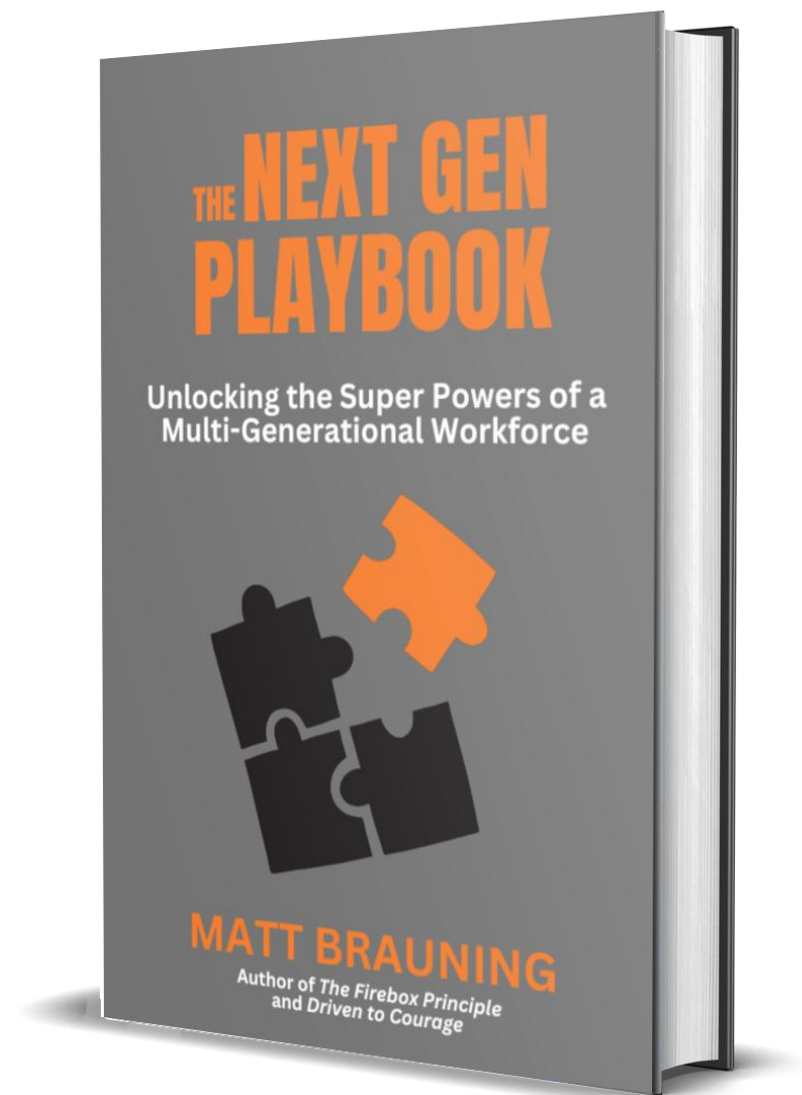
Habit #3

THE

LIMINAL SPACE



ONE QUESTION



ENERGIZING
CHANGE
LEADING THE
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CHANGES





Give feedback to Matt

Scan this QR code



Or go to

<https://talk.ac/mattbrauning>

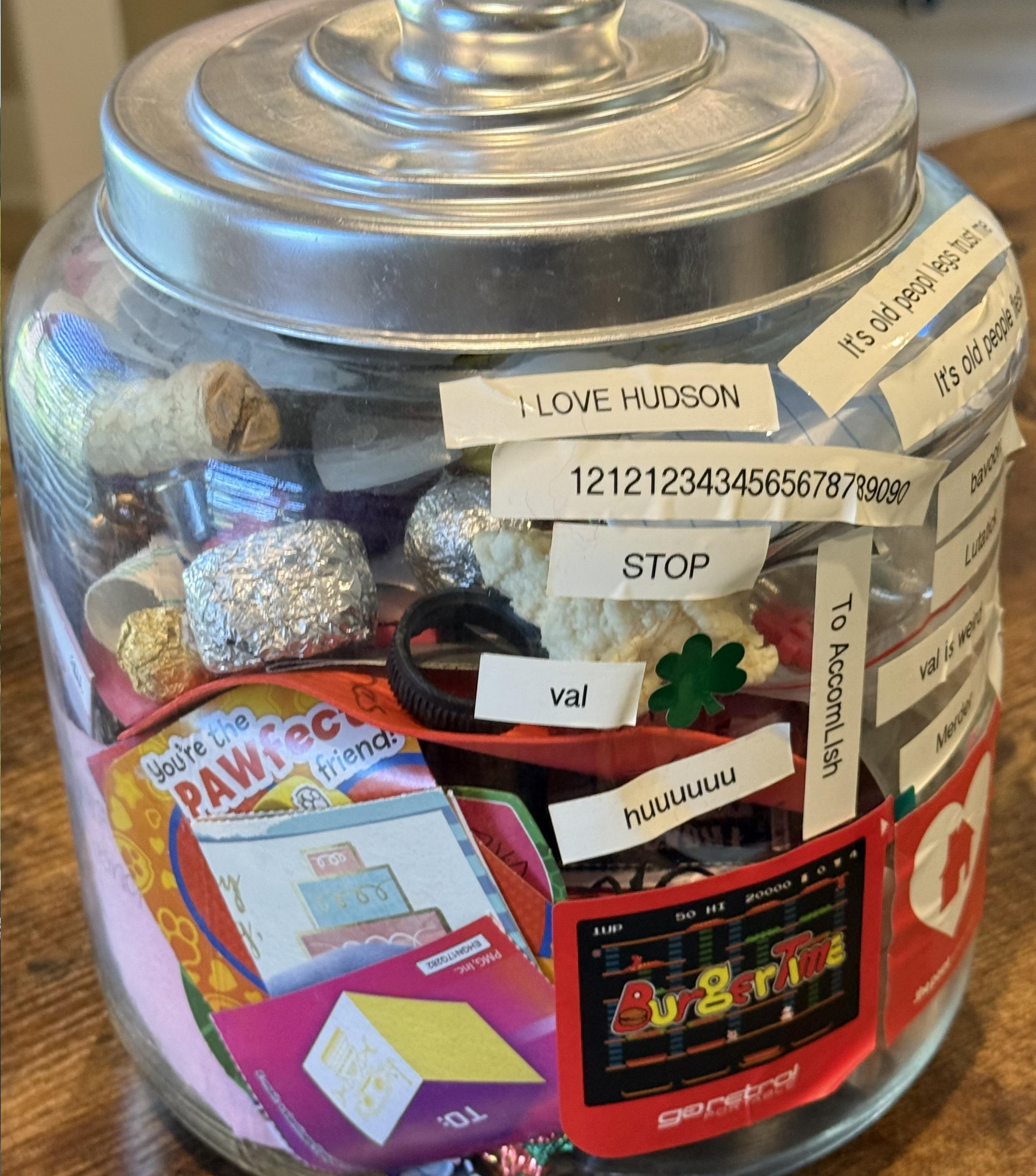
and enter this code when prompted

CHANGE

BONUS HABIT

THE KEEPSAKE JAR





*“If your actions inspire others to
dream more, learn more, do more
and become more...
then you are a leader*

= John Quincy Adams