

THE RENEGADE LEADER[®]

Debora McLaughlin • The Executive Coach

Do you have the capacity to implement successful change?

Here is a short assessment with only a small sample of requirements to assure a successful change... How does your organization stack up?

Please rate how much you agree or disagree with the following statements:	Yes	So-So	No
We have a clear, compelling case for change that employees will definitely rally around.			
We have isolated the logical reasons for resistance to change and have a plan to help people address these.			
We have isolated the emotional reasons for resistance to change and have a plan to help people address these.			
We have identified the key supporters of the change and have a plan to leverage them.			
We have identified the key resisters of the change and have a plan to isolate or neutralize them.			
We have identified some ways to get momentum early, for instance through early wins.			
We have a strong plan to communicate the need for change.			
Our leadership is prepared to set the tone by going first to demonstrate the importance of the change.			
Our leadership has cleared enough time from their schedule to show that they are personally committed to the required change.			
We have set aside enough resources to support the front lines in making the change, including time for training, new equipment, new roles, and whatever else is logistically required.			
We have removed things from employees' plates so that they have enough bandwidth for new time requirements necessary for the change to work.			

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The Renegade Leader Coaching & Consulting Group is a growth development company. We thrive on change and working with organizations who are trying to implement what did not exist previously. We take bring a facelift to the everyday experience of change, giving you access to understanding your Change Leadership personality and that of your team and the organization. We enable you to leverage your brilliance to ride the waves of change with greater ease and to achieve change results faster and with greater predictability for sustainability. 70% of change fails. Let us tell you why.

Leading change is fraught with risks and potential land mines. We have watched many careers get derailed, and many organizations take a long time to recover from costly but avoidable mistakes during change initiatives that went off track.

Before you start a change initiative on your own, here are 3 reasons why it is worth a quick conversation with first:

1. **Avoid costly mistakes that others have made.** Why fall into traps that other leaders have already made? The best leaders learn from the mistakes of others, and we can show you how to avoid the non-obvious land mines that offer nasty surprises to executives when they lead change.
2. **Get momentum on your side quickly.** We have seen many organizations get bogged down in change efforts that go nowhere. This causes employees to feel stressed, become cynical, and the best talent to head for the exits. There are proven strategies to build momentum during change, and there are also wrong ways to get change processes moving. We know the difference and we can show you the most effective path to results.
3. **Take a comprehensive approach to change, so that you don't get blindsided by unanticipated consequences.** In any change process, you will hear from many voices in your organization. Each often sees a piece of the puzzle, and not the whole system. If one dominates the conversation about change, you might end up making short-sighted decisions. We can help you take a more systematic approach to change, so that the change lasts, enrolls key people throughout the organization, and leads to ongoing improvements in performance and results.

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The Renegade Leader Coaching & Consulting Group brings to you a proven methodology for leading change that is non-intrusive and that helps you accelerate results – without making costly mistakes that others tend to make. Discover your CQ, your ability to manage change through a unique assessment process. It takes just a few minutes to assess whether or not we can bring value to you and your team.

Contact The Renegade Leader Coaching & Consulting Group today for a brief conversation to learn more, and to avoid the major land mines that cause change initiatives – and careers – to stall. 603-324-7171 or via our contact request at www.therenegadeleader.com.

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