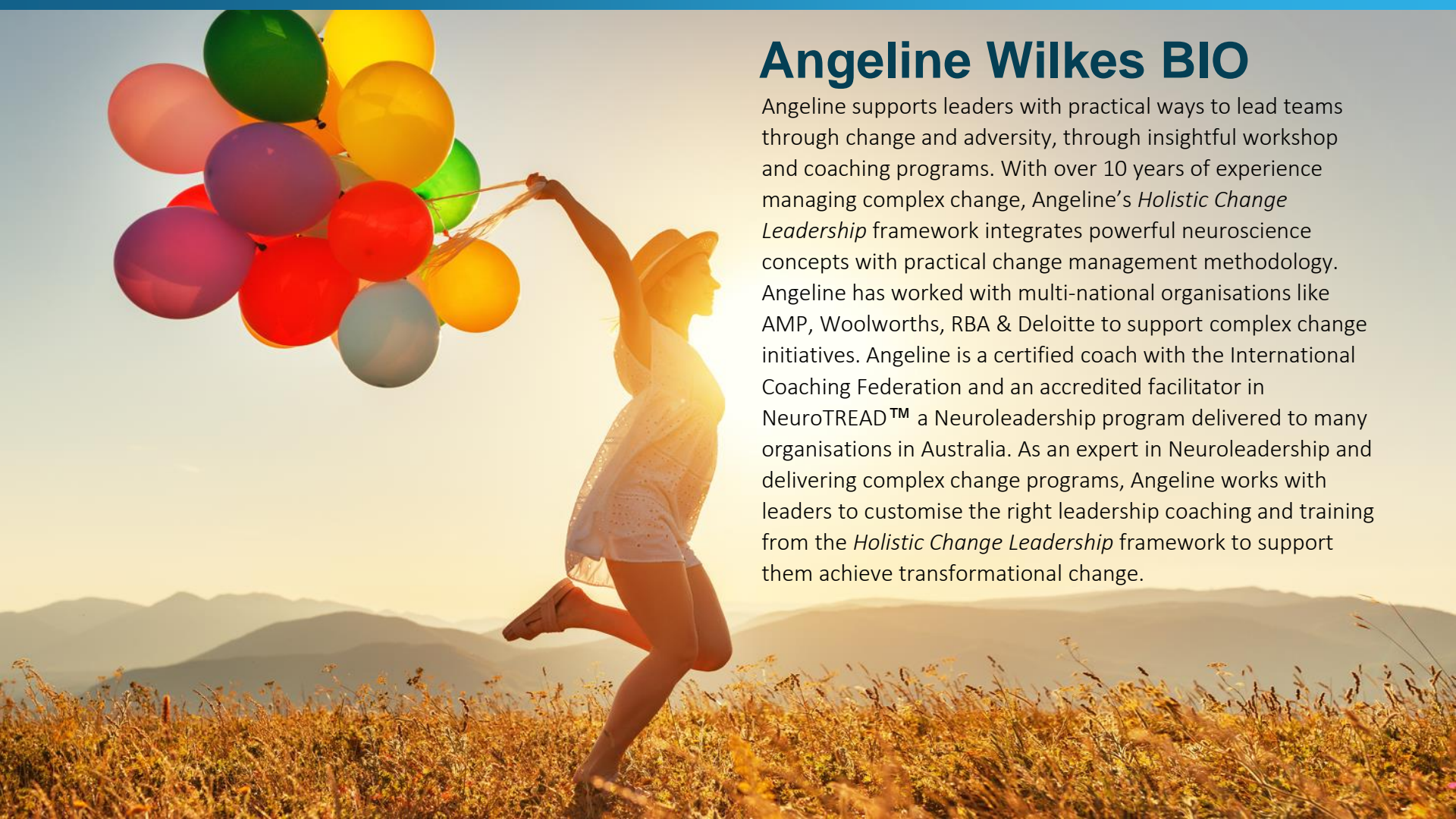




Holistic Change Leadership

Understanding the barriers and bridges to landing successful change.





Angeline Wilkes BIO

Angeline supports leaders with practical ways to lead teams through change and adversity, through insightful workshop and coaching programs. With over 10 years of experience managing complex change, Angeline's *Holistic Change Leadership* framework integrates powerful neuroscience concepts with practical change management methodology. Angeline has worked with multi-national organisations like AMP, Woolworths, RBA & Deloitte to support complex change initiatives. Angeline is a certified coach with the International Coaching Federation and an accredited facilitator in NeuroTREAD™ a Neuroleadership program delivered to many organisations in Australia. As an expert in Neuroleadership and delivering complex change programs, Angeline works with leaders to customise the right leadership coaching and training from the *Holistic Change Leadership* framework to support them achieve transformational change.

About: Holistic Change Leadership™



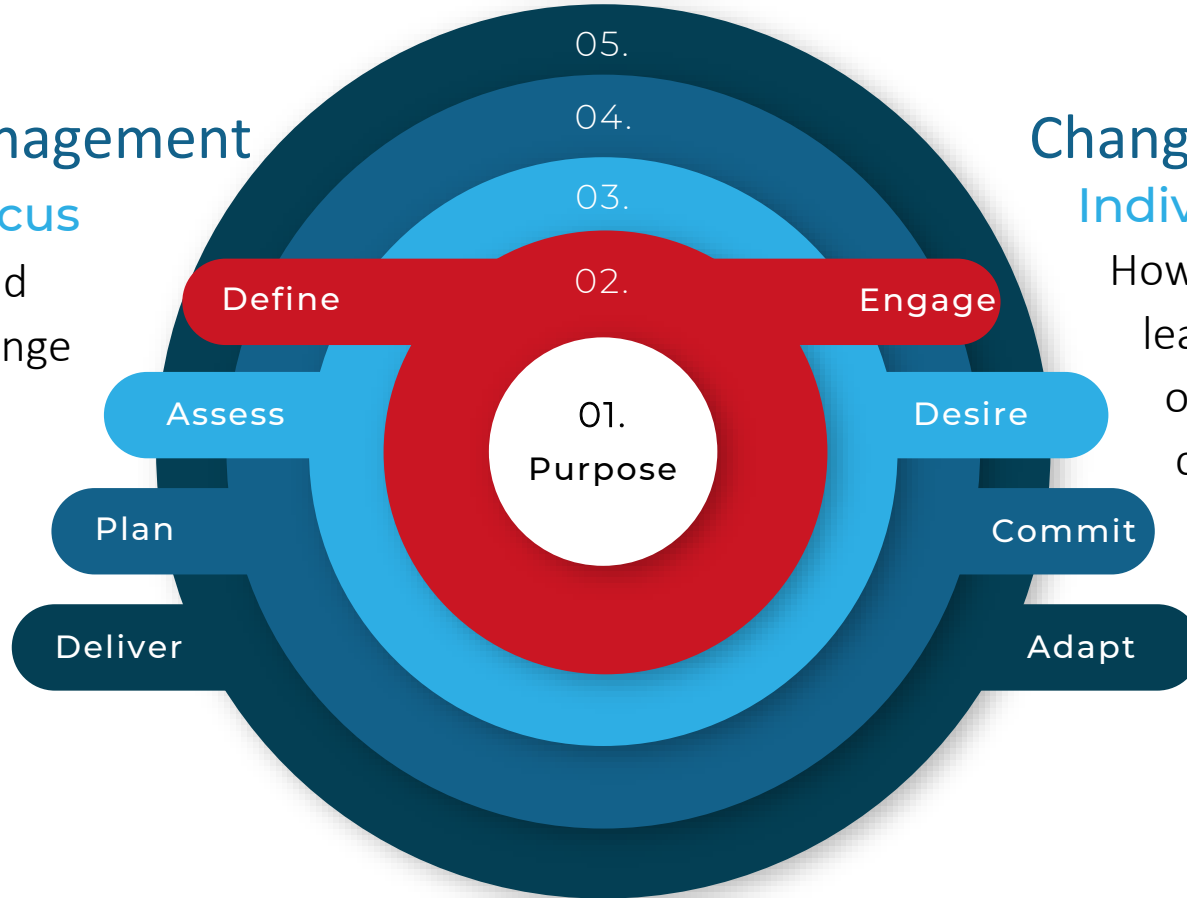
“ After delivering change for 10 years and coaching other change managers, I discovered brain-insights through the Neuroleadership Institute, and it propelled me on a journey of integrating neuroscience with change management. Change leadership and change management fit together in a holistic way, especially with brain-based insights that go to the heart of what creates that intrinsic desire, engagement and commitment that we need from people. At the same time, what are the fundamental aspects of assessing, planning and delivering on an effective plan that lands the change safely in the business without compromising any of the commercial aspects.”

Holistic Change Leadership™

Change Management

Program Focus

How to plan and deliver any change successfully.



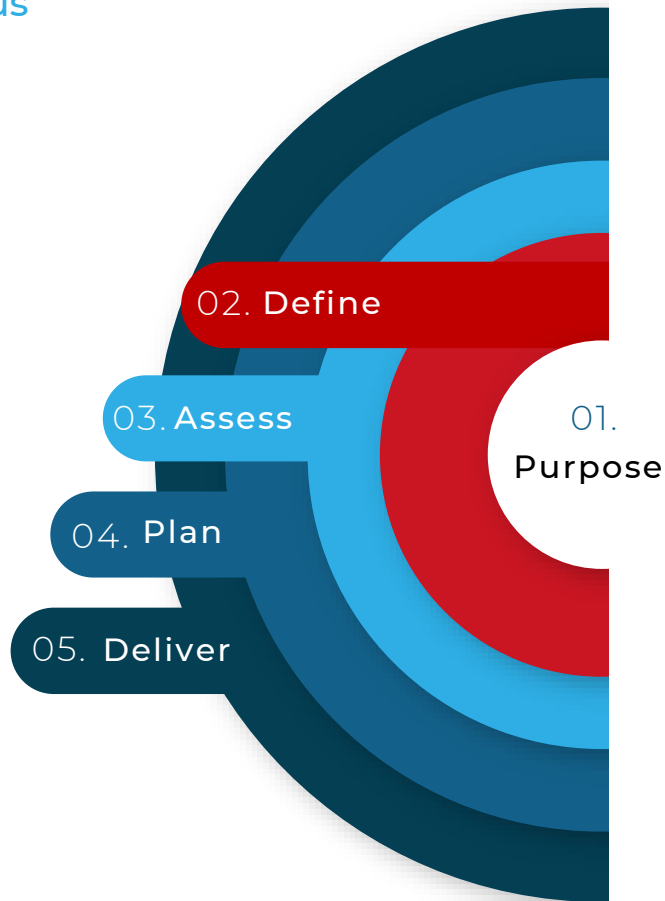
Change Leadership

Individual Focus

How to effectively lead self and others through change & adversity

Change Management

Program Focus

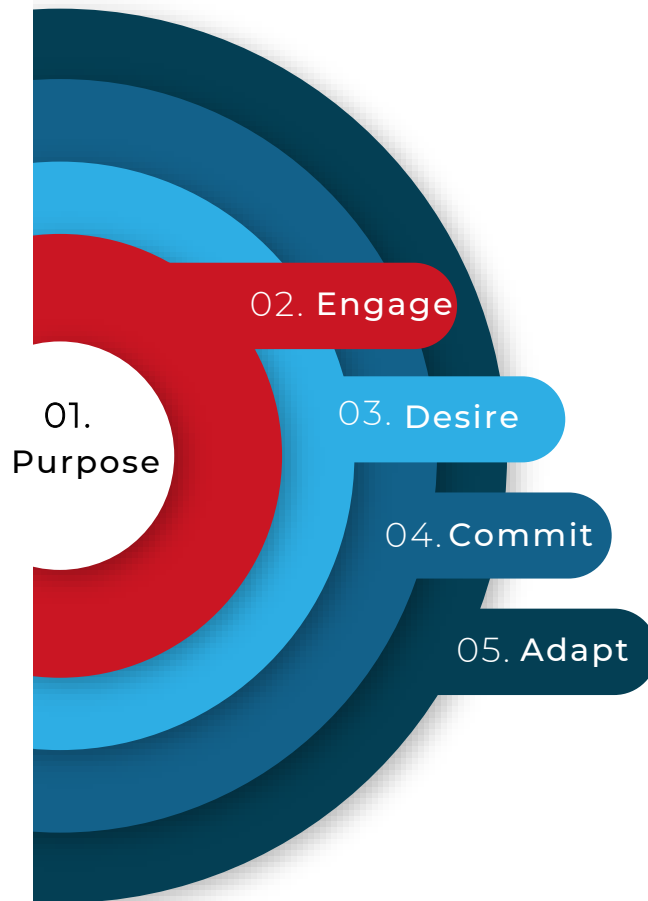


How to plan and
deliver change
initiatives

Change Leadership

Individual Focus

How to effectively
lead self and others
through change



1. Purpose

Change Management

Program Focus

Alignment of the why, what, when and how is an exercise at the start and throughout a change and creates certainty. A 'north star' to aim for.



Change Leadership

Individual Focus

Purpose is important to inspire the change because it taps into the limbic part of the brain, where we feel motivated and inspired. Articulating what the change will look like creates the vision and inspires people to act.

2. Define & Engage

Change Management

Program Focus

Getting super clear on defining what are the scope items in the change program that will drive change management. Defining them in statements that have a business lens instead of a project lens. These statements set up the pillars for how the change will be assessed.



Change Leadership

Individual Focus

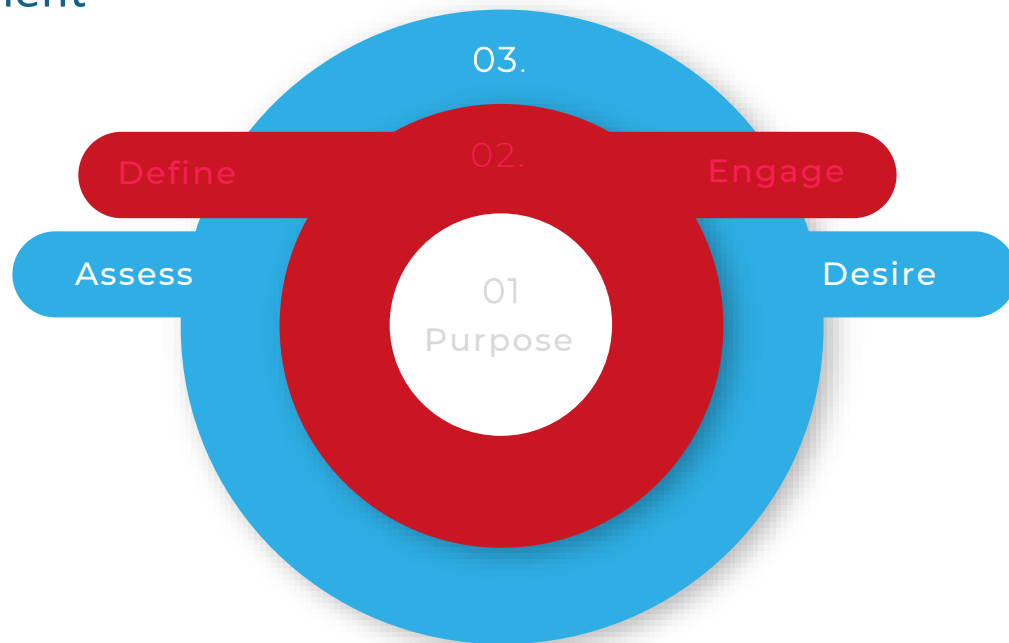
Our brain is always scanning for threats and rewards and driving our behaviour non consciously. Understanding this gives us control so we can build a 'bridge' (reward) rather than create a 'barrier' (threat) to change. This is from the field of cognitive neuroscience and adapted to inspire engage teams.

03. Assess & Desire

Change Management

Program Focus

Often programs document the change very comprehensively, but it can be challenging for business groups to translate what the change means for their team. We flip the typical methodology on its head to increase the understanding, engagement, and commitment from teams. This also enables leaders to easily provide input into the change interventions.



Change Leadership

Individual Focus

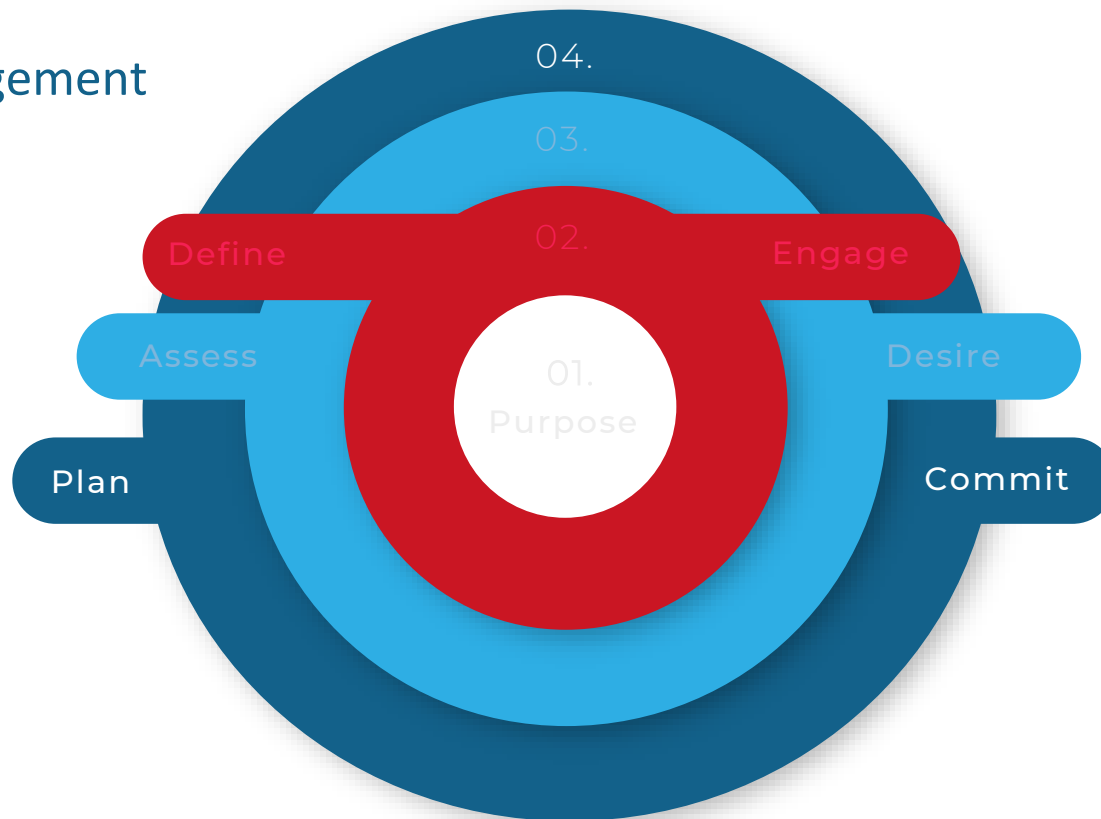
Our brain likes to stay in our default, hardwired thinking but change requires new neural connections and that takes energy. We cover how we can tap into the two systems thinking to create desire. This matters not only when proposing changes to business but also when presenting information in a 'brain-based' way we increase understanding and desire.

04. Plan & Commit

Change Management

Program Focus

With the agreed impact and interventions required in the assessment, how to effectively build an approach and plan that is appropriate, will give certainty to the business and increase credibility of the program.



Change Leadership

Individual Focus

When we try to change others, we make the unconscious assumption that the other person's brain makes the same connections as we do. We then try to influence them in a way that would convince us.

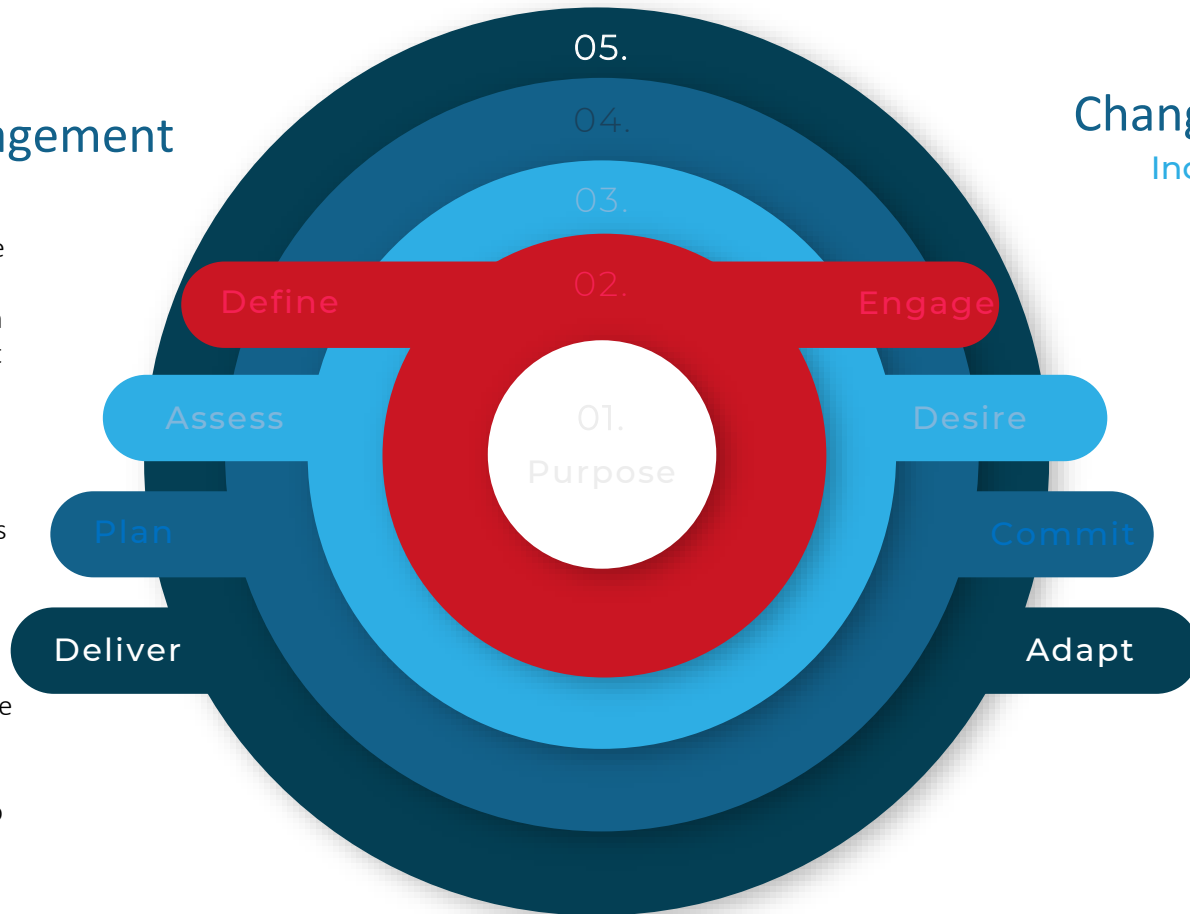
We cover this with an interactive activity that demonstrates an insightful way to gain more commitment.

05. Deliver & Adapt

Change Management

Program Focus

How to bring the change impact and intervention assessment to life with a change activity plan that includes all the communications, key messages, channels, approvals by phase and date to give the business the certainty of a comprehensive delivery plan. Once in delivery mode, what are the cadences that need to be in place to maintain engagement and key business stakeholders to ensure delivery is a success



Change Leadership

Individual Focus

Leader advocacy is powerful when it comes to supporting others through the change. Like any change, understanding and committing is one thing but forming a habit requires an understanding of the power of our current habits and the friction we experience internally when trying to do something new. We learn about the habit mind and the influence leaders can have in advocating and supporting the change right through to the embedding phase.

Change Management - Summary of Concepts Covered

Purpose	Define	Access	Plan	Deliver
<p>Purpose is important to inspire the change because it taps into the limbic part of the brain, where we feel motivated and inspired.</p> <p>Alignment of the why, what, when and how is an exercise at the start and throughout a change and creates certainty. A 'north star' to aim for.</p> <p>Articulating what the change will look like creates the vision and inspires people to act.</p> <p>This is the same for Change Leadership (other half of the model) .</p>	<p>Change programs can often be quite broad but not all program deliverables need to fall into the change scope. Getting clear about what are the scope items that will drive change management is the first step.</p> <p>How to develop clear change scope by looking through a business lens rather than the lens of a program manager.</p> <p>Getting clear on the concept of defining change scope will make assessing and planning change a piece of cake.</p>	<p>How to use purpose (what, when, how, why) and change scope to have meaningful conversations with the business.</p> <p>Assessing the change is all about understanding the business and what it does. Through these conversations the assessment of the change impact begins to happen.</p> <p>How to document the change so that it increases commitment and engagement from business teams.</p> <p>To have effective conversations with leaders about 'what needs to happen' to transition people and 'land the plane safely' into the business.</p>	<p>We learn about how budget, business operations and rhythms, risks and other restraints can weigh into the overall change approach.</p> <p>With the agreed impact and interventions required in the assessment, how to effectively build an approach and plan that will sing to the business and get them inspired.</p> <p>A change activity plan incorporates all the communications, stakeholder engagements and training and educational collateral required.</p>	<p>What are the cadences that need to be in place to maintain engagement of change champions and key business stakeholders to ensure delivery is a success</p> <p>Business readiness assessments and activities to maintain engagement.</p> <p>What support activities are required post the change to ensure it is embedded.</p> <p>Feedback loops (surveys) are a great way of gauging how well the change has stuck with team members.</p>

Change Leadership - Summary of Concepts Covered



Purpose

Purpose is important to inspire the change because it taps into the limbic part of the brain, where we feel motivated and inspired.

Alignment of the why, what, when and how is an exercise at the start and throughout a change and creates certainty. A 'north star' to aim for.

Articulating what the change will look like creates the vision and inspires people to act

Engage

Our limbic system is always scanning for threats and rewards. We can build a 'bridge' (reward) rather than create a 'barrier' (threat) by how we communicate and engage.

How we maximize effective communication using insights about the limbic and pre-frontal cortex parts of the brain

Why story-telling creates the perfect neuro-chemical mix to garner interest. Learn 12 hacks to mastering and landing engaging content.

Desire

Our brain likes to stay in our default, hardwired thinking but change requires new neural connections and that takes energy. How we can tap into the two systems thinking to create desire.

What we can do to increase autonomy so people have a sense of control. If they feel like they are having input, they are more likely to commit.

Commit

When we try to change others, we make the unconscious assumption that the other person's brain makes the same connections as we do. We then try to influence them in a way that would convince us.

Science is now showing that allowing people to think for themselves, increases commitment to action.

Make it 'easy' not hard for people to see how the change plan will be rolled out. One Pager's are a great way to do this.

Jumping straight to comms and training without first considering these factors won't guarantee the change will be successful.

Adapt

Research tells us that almost 90% of what we do and think today will be similar to yesterday and the day before. Our brain likes to stick with what it knows.

Like any change, understanding and committing is one thing but forming a habit requires some key focus areas.

Learning about the 'habit brain' and how we outsmart it and build neuroplasticity is essential. Positivity, focus, repetition, accountability and leadership advocacy are some of the concepts learned in 'Adapt'.

How to work with Angeline

Angeline offers a free 1-hour webinar which provides an introduction to the key concepts of Holistic Change Leadership. Audiences walk away with a broad understanding of the barriers and bridges to landing successful change, and practice tips to deal with change and adversity with the brain in mind. Full program options are below. For more information, please get in touch.

1

Half Day Program

Half day interactive workshop covering and embedding key concepts of the Holistic Change Leadership program.

Includes pre consultation time to incorporate aspects of the Holistic Change Leadership program that will be most relevant for the business.

3-hour workshop with groups of up to 15 people (max 20) .

2

Full Day Program

Full interactive and immersive workshop of the full Holistic Change Leadership program.

Includes templates to support change coordinators and champions who are planning changes.

6–7-hour workshop with groups up to 15 people (max 20) .

3

Full Day Program + Coaching

Full interactive and immersive workshop of the Holistic Change Leadership program.

6-7 hour workshop with groups up to 15 people (max 20) .

2 x 1 hour follow up workshops with the group to ensure concepts are embedding.

3 x leadership coaching sessions

Testimonials



Emilie Bergsma

Senior Customer
Success Manager
LinkedIn

“Angeline is an incredible change leader and an extremely engaging and impactful change leadership facilitator. I had the pleasure of completing her Holistic Change Leadership program and I was so impressed with the content and concepts we worked through together. I learned about the key change leadership themes, principles and frameworks that integrate neuroscience and tap into the way our brains naturally respond. I was able to apply everything I learned from Angeline into my work and life more generally. I am extremely grateful to have had the opportunity and I look forward to further coaching with Angeline in the future.”



Katy Brown

Project Manager
Right Angle

Earlier this year I attended the Holistic Change Leadership course developed and delivered by Angeline. It had a practical and theory-based structure that touched on neuroscience and change management. I have applied a number of tools to my current job and have already seen improvements. To me, a lot of it made sense yet we somehow seem to miss these crucial tools that make adapting to change, so much easier. The structure of the content and tools actually gets me excited. It showcases a process, broadens your understanding of the impact and makes you think deeply about the value the change is going to have across the board. Angeline is an extremely warm and generous coach who has a wealth of knowledge to share. I highly recommend learning about change leadership from Angeline.



Rowena Hubble

Group Financial
Controller,
Woolworths

Change leadership skills are critical for success at all levels of an organisation. Angeline delivered an insightful workshop on change leadership to support one of our chapters with leading change. She helped us understand how to create desire, engagement and commitment to a change utilising neuroscience concepts. I'd definitely recommend Angeline as a great coach for individuals and teams looking to understand and lead change more effectively.

