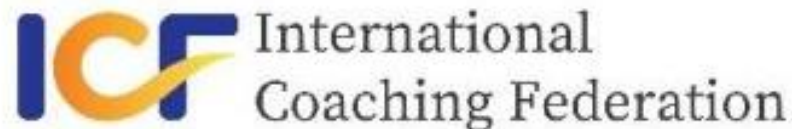




Coaching Managers to Effectively Manage Change and Improving Productivity





Think of a recent positive
change in your life..

Chat



Cell phone



Poll



Writing



Volunteer



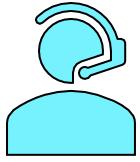
I know a thing or two about change



I know a thing or two about change







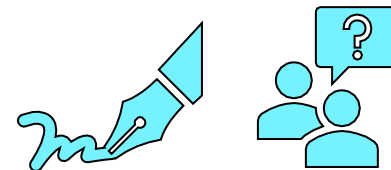
How do you describe
your experience with
change?



What's the big deal?



About change



FAST

- Doing more with less
- More complex world
- Disruptive environment
- Job shuffle is here to stay
- Quantum leaps in innovation



FREQUENT

- Disruption at all levels is the norm
- Quantity supersedes quality
- 59% of employees report burnout
- COVID-19



FRAGILE

- 50% to 70% of change initiatives fail
- Data breaches costing millions
- Mergers & acquisitions
- Change accounts for \$3.91 billion in loss



FUZZY

- Uncertainty in decision making
- Less trust in leadership
- Millions of open jobs
- Job Shuffles
- Social media

A network diagram with nodes and connections. The nodes are represented by colored circles (blue, red, green, purple, orange) and are connected by thin, light blue lines. The diagram is set against a light blue background.

Reaction to change
within organizations
can be evasive

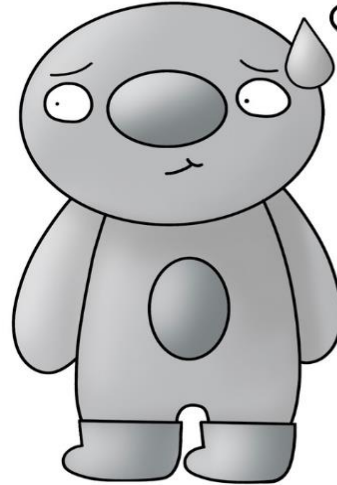
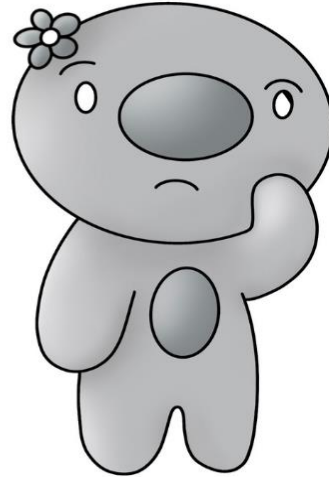


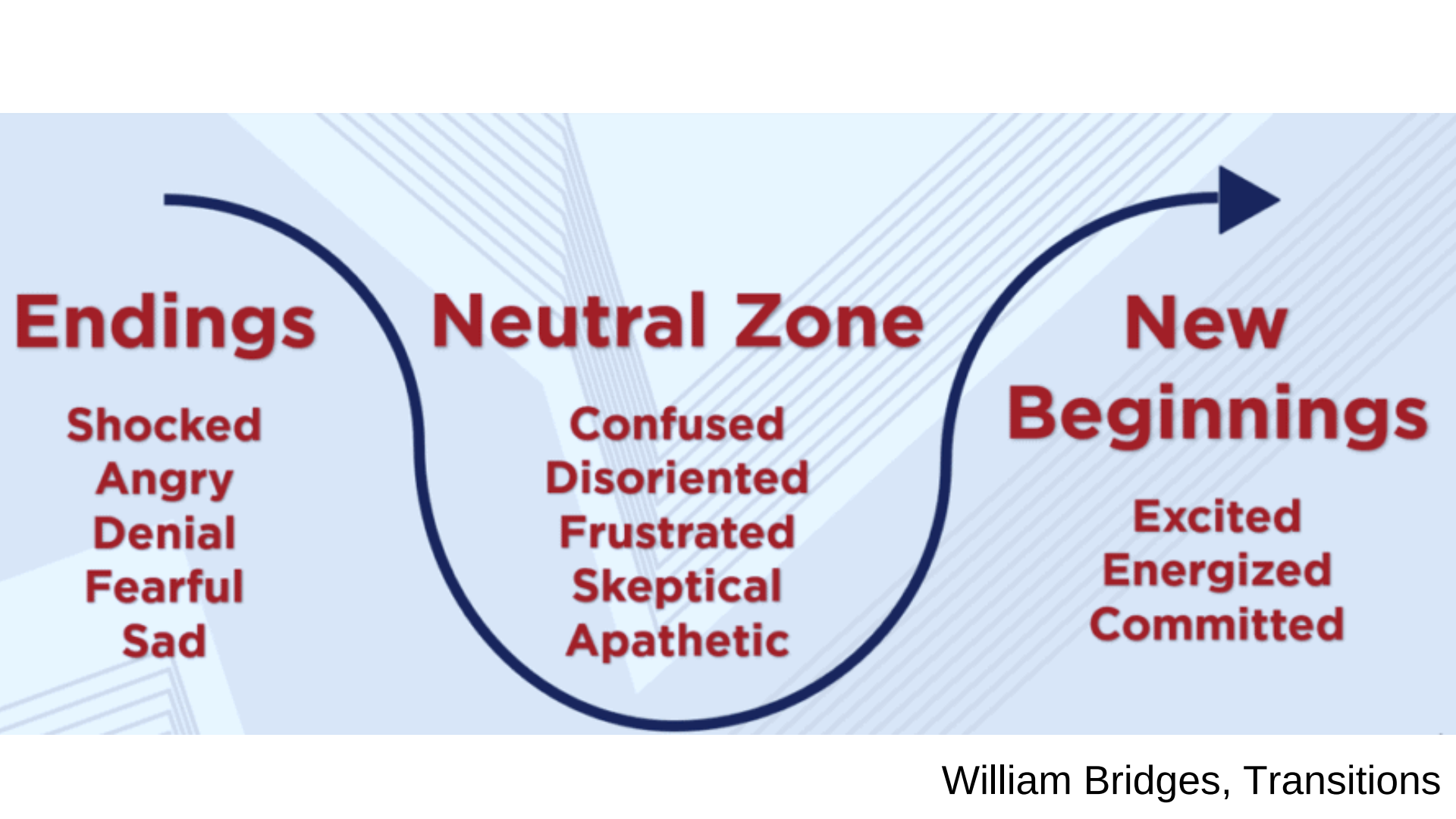
- Half of working professionals impacted by organizational change in the past year...
- Those who reported on change were more likely to experience work-life conflict (39% vs. 12%)
- The most impacted population experiencing burnout today are _____ (59%), followed by _____ (58%).
- Managers spend about 43% of their time on *unproductive* conflict



**Should we stop
communicating
with staff about
the change?**

**When did we
start?**





Endings

**Shocked
Angry
Denial
Fearful
Sad**

Neutral Zone

**Confused
Disoriented
Frustrated
Skeptical
Apathetic**

New Beginnings

**Excited
Energized
Committed**

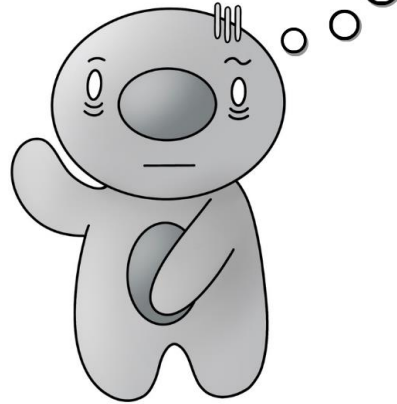
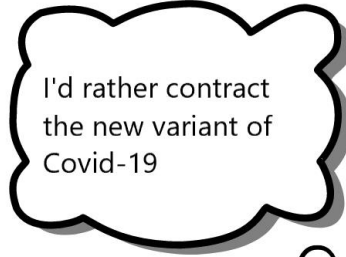
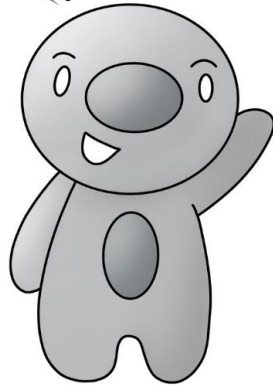


**What should we focus on as
we coach leaders on change?**



What should we focus on as
we coach leaders on change?

**How do we influence
commitment to change?**



Purpose-Driven Conversations

Fact 1

Catalysts of change



Fact 2



CULTURE IS
CONSTANT CHANGE.
IT CAN'T BE
ANYTHING ELSE.

Liability
when 
misaligned

Fact ③

Fact ④ Managing Through “The Great ~~Resignation~~”

Re-shuffle



Source: HBR, 2021

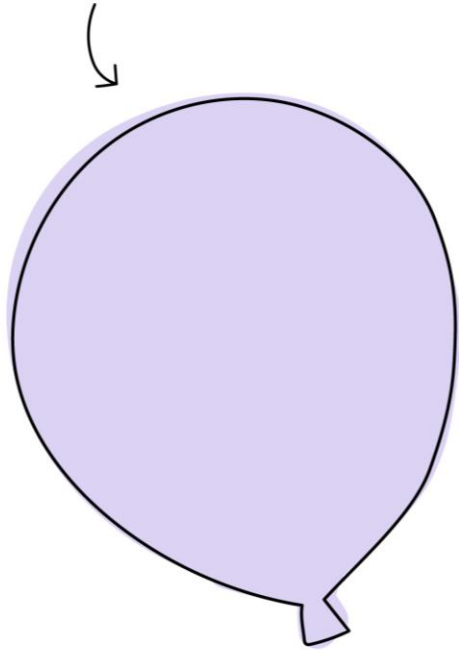
4 million Americans quit their jobs in 4/2021

A record-breaking 11.3 million open jobs

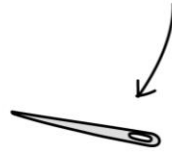
A global study in Europe shows intent to resign or change profession at 41%

Plans to quit at 38%

MY ABILITY
TO FOCUS



A SINGLE
STRESSFUL
EMAIL



CULTURE
SHARKS



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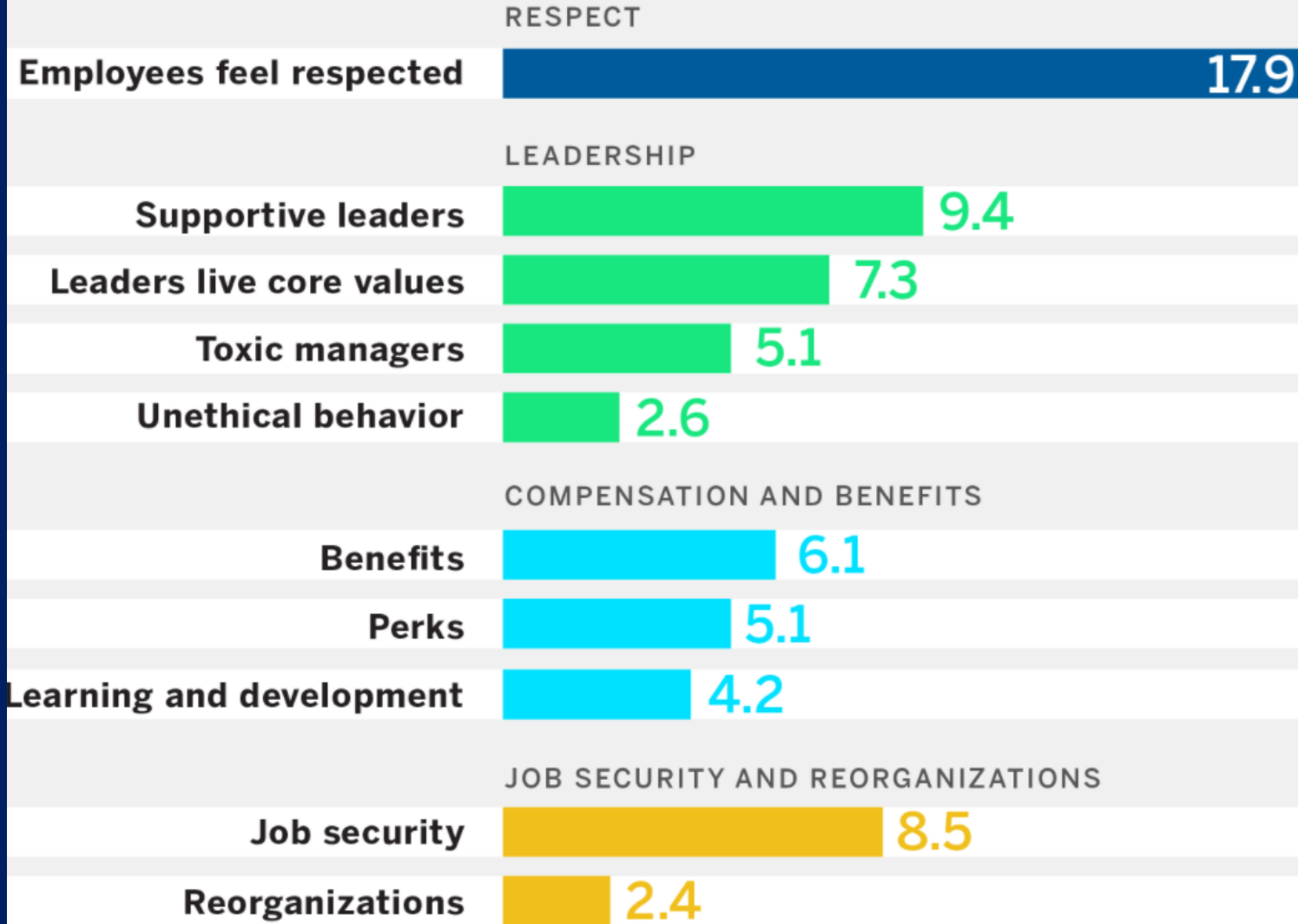


Fact 5

Elements of culture that matter most to employees

4

Source:
MIT Sloan
2021





Key takeaways





**Where do we focus our efforts to
make coaching more effective?**

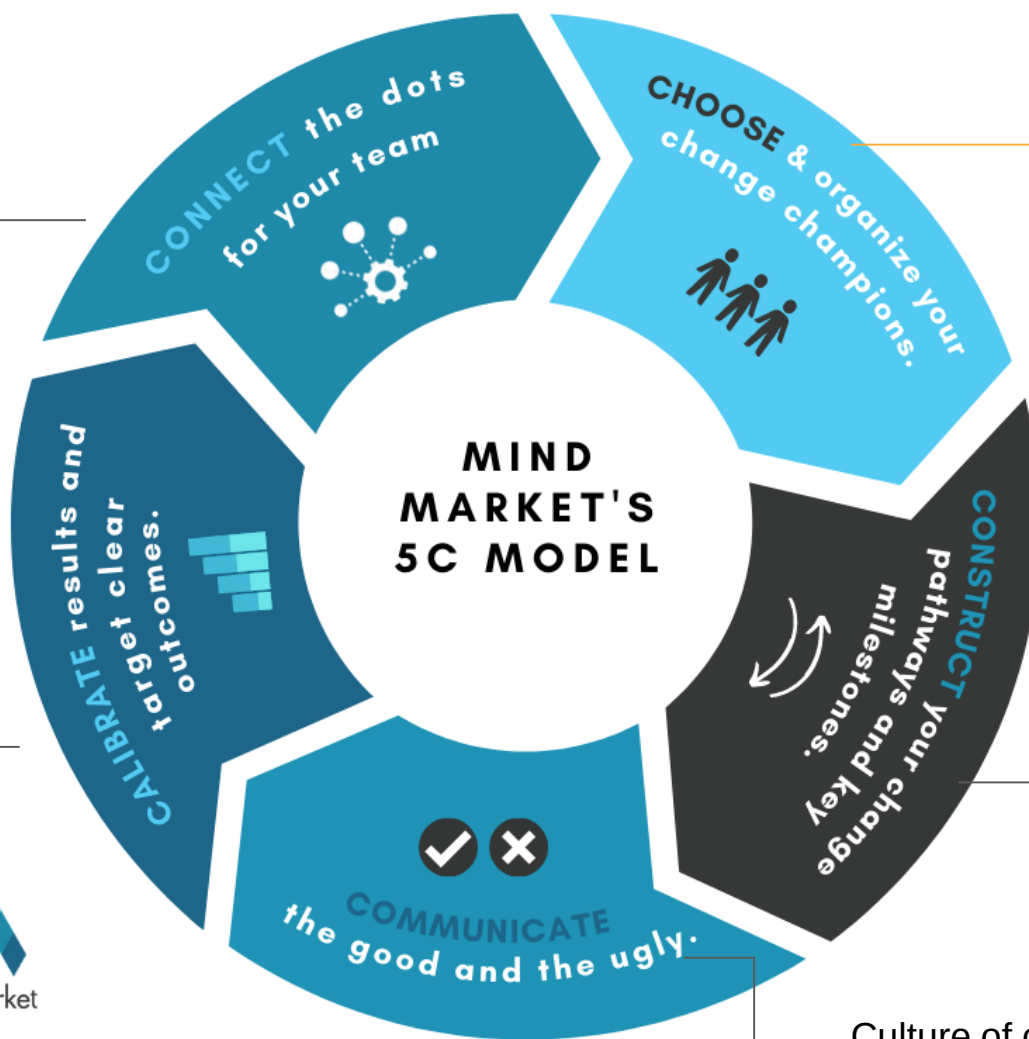
What do we watch out for?

Change Coaching Model



The Why

What is important



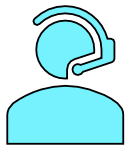
Select & Empower

Conflicting priorities

Culture of change

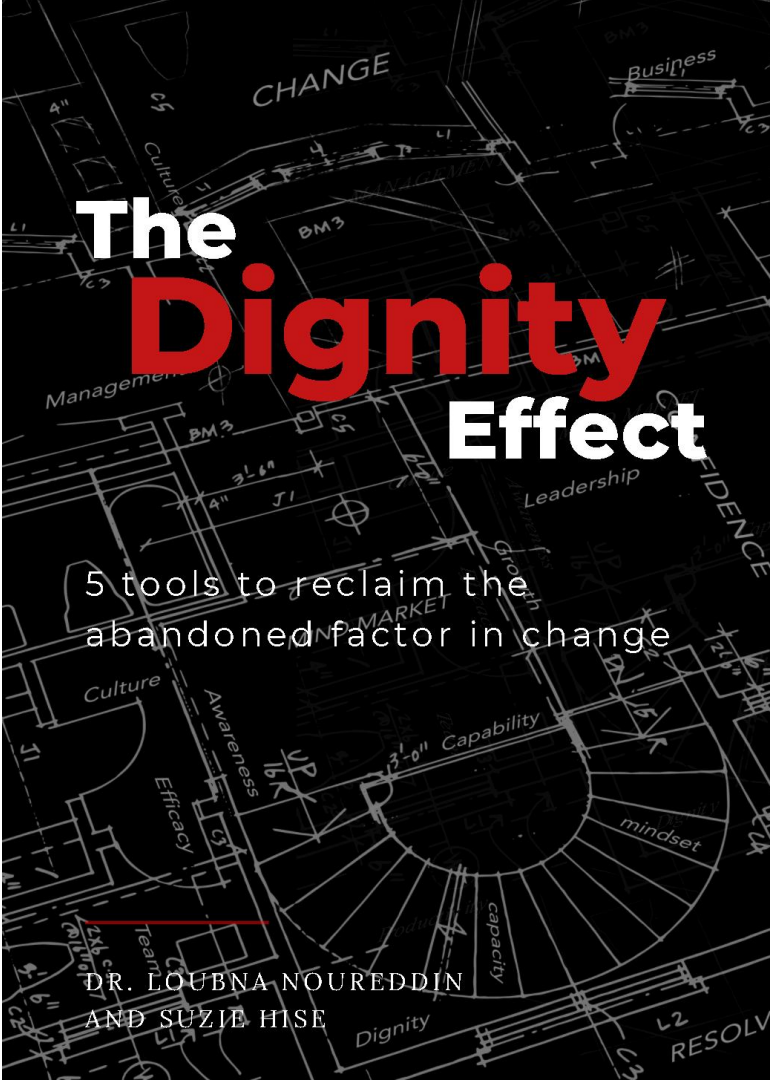


**How do we translate all this
into coaching during
change?**



Key takeaways





The Dignity Effect

5 tools to reclaim the
abandoned factor in change

DR. LOUBNA NOUREDDIN
AND SUZIE HISE

LOUBNA NOUREDDIN ED.D
AND SUZIE HISE

The Dignity Effect

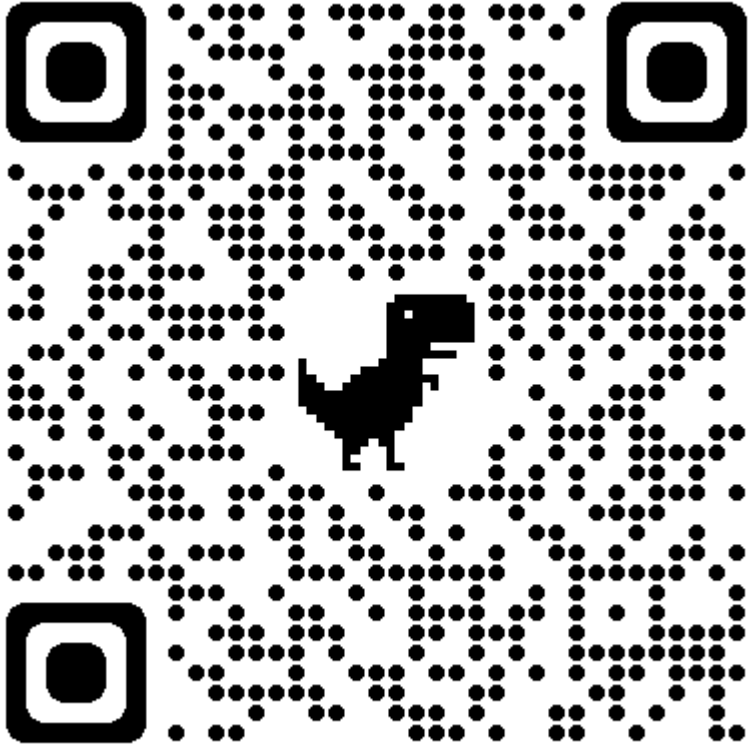


5 Tools to Reclaim the
Abandoned Factor in Change



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Questions