

The Navigating Change Masterclass

Creating change
leaders in your
organization.

SLINGSHOT₂₅



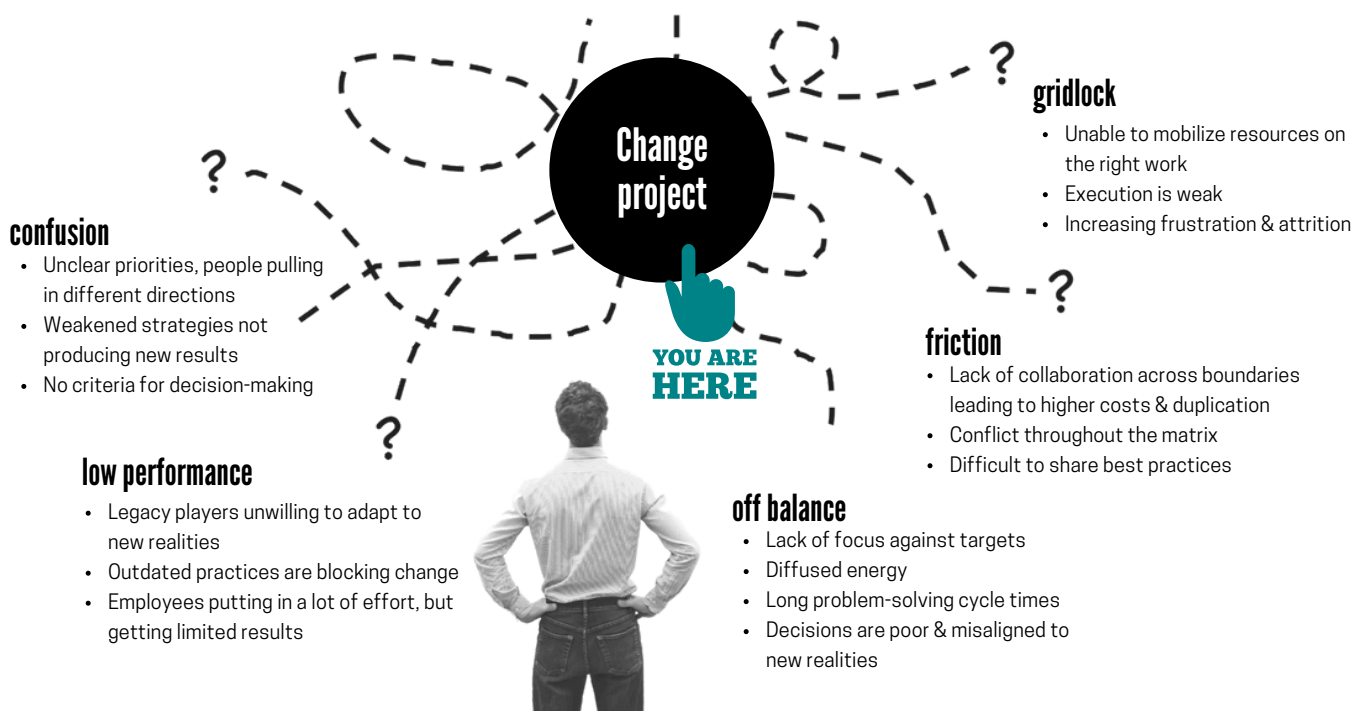
courtney@slingshot25.com

What is change costing you?

All changes start with an idea. We use data, analysis and hope to create a vision of the future that is better than today. But nearly 80% of change initiatives fail to reach their full potential. In the best situations, the changes achieve some of the original vision. In the worst cases, they end up worse off than before they started.

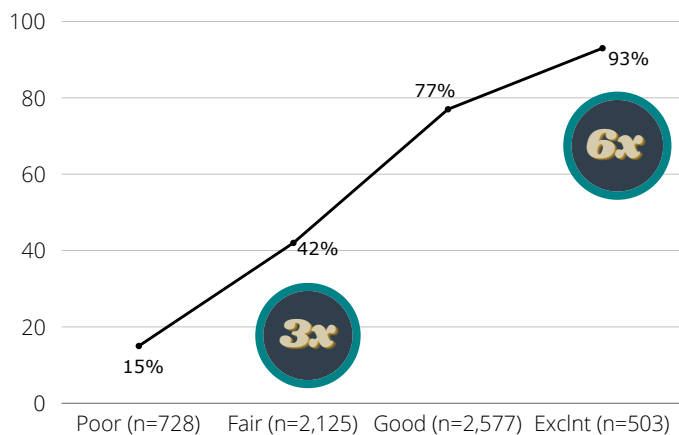
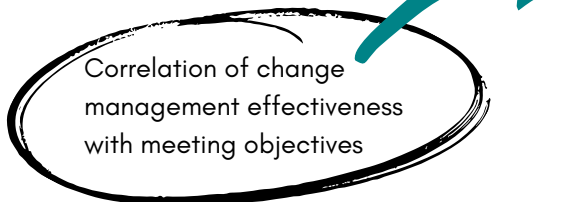
If you have a big project that needs to deliver, you absolutely want to be in the 20% of successful change projects. Think about your past change projects. How much did you invest? What did you get? If you lost something along the way, where did it go?

Change projects can leave your organization feeling like this:



Consider the project ahead:

- What are you about to invest?
- How important is it that you achieve ALL of the objectives?
- Investing in building change skills can help. A LOT!



Prosci Benchmarking Data from 2007, 2009, 2011, 2013, 2015, 2017, 2019

THE NAVIGATING CHANGE MASTERCLASS

Unlike transactional skills, people skills aren't built in a day. We know this and have designed The Navigating Change Masterclass to give you a real opportunity to learn, practice, and get help when you need it. Our program starts with an introduction to the change experience and is followed by three deep dive sessions into each of the invisible skills.

The course includes:

- Four two-hour training sessions
- Three one-hour optional labs for practice & support
- The Navigating Change Masterclass workbook
- The Complete Change Guide (tool)
- Unlimited email access for questions

● ● ● What we believe.

Transformations are relational, not transactional. Change management is often treated as an extension of project management and transactional activities such as a communication or training plan. You might be using a change model like Kotter, ADKAR, or McKinsey's 7S, and those are great for what they do, but they don't help you with how to stop, step back, and think about what it feels like for people to go through change.

We believe your time is better spent learning how to relate to others and help them make personal sense of what's happening. That's why we teach leaders to focus on people and we don't get overly concerned with change models or fancy tools.

● ● ● What we teach.

In The Navigating Change Masterclass, we teach you how to show up for others, to notice when people need more clarity, and to consider how people will feel about the change. This kind of insight will transform what actions you take to lead through change. We teach the invisible skills around creating clarity, assessing impact and coaching others through difficult circumstances.

- **Influencing decisions.** Most changes are in trouble before they start due to a lack of clarity.
- **Assessing impact.** Every change is a threat to someone. Learn how to be proactive and take care of people as you go.
- **Planning & coaching.** A plan is needed and it's great until people get stuck. We'll teach you to plan, but also how to get people unstuck.

ABOUT SLINGSHOT25

At Slingshot25, we obsess about what it feels like to work in an organization. We've worked in organizational performance roles for large, complex companies for over 25 years. In that time, we experienced the good and bad of what organizations tee up. We've seen bad bosses, poorly managed changes, tangles of unnecessary bureaucracy and ever-changing strategies. Believing something better is possible, we never gave up. We stayed on the front lines, trying several approaches to make the workplace better for people. Some of our ideas worked. And when they didn't, we learned and continued to refine our approach.

Now, our mission is to share our experience with you.

In all that we've learned, one lesson stands out above all others: **Leaders create your company's culture and drive your company's performance.** Pure and simple. Companies with healthy cultures and high performance have leaders who understand what it really means to lead others and act in ways that bring out the best in your teams. We are excited by the potential to help you make this a long-lasting reality in your organization.

Jackie Pelland & Courtney Smock
Slingshot25 Founders

courtney@slingshot25.com