



Leading Change Together
Transformative Leadership in Action



Become Unsinkable

Market volatility, alongside the complexity and accelerated pace of business demand more of leadership. In this environment, the gap between winners and losers is growing. Just as ships need to be sea-worthy to stay afloat and reach their destination, organizations need to be "change-worthy" to navigate through continuously changing market environments. To succeed today you need to align on a shared vision and strategy, build individual and collective leadership capacity to engage employees, and coordinate action to accelerate plan execution. That doesn't happen just once a year. The winners are doing this every day. This is true "transformative" leadership.

Leading Change Together is a tested and proven change leadership process to make you unsinkable. We help you quickly create alignment, build your transformative leadership skill set, engage key stakeholders, teams, and employees, and coordinate action to cause and lead through positive disruption. Backed by an entire suite of replicable leadership/teaming tools and reusable templates, we enable you and your leadership team to create and execute a solid strategy and transformation roadmap.

Outcomes

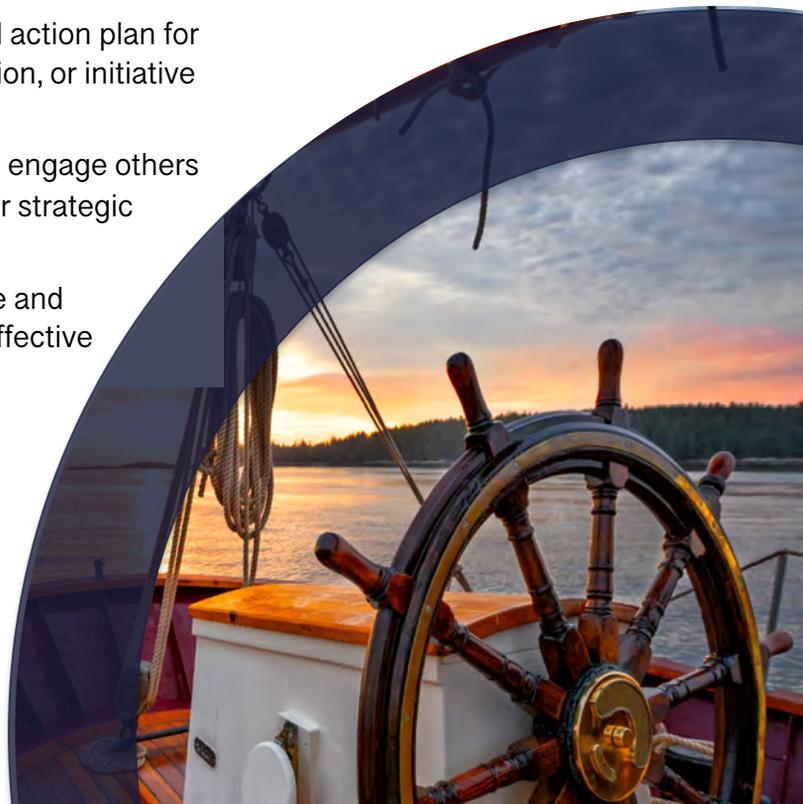


When **Leading Change Together** you will:

- Align a high-level vision, strategy, and action plan for transformation at an enterprise, function, or initiative level.
- Build leadership and team capacity to engage others and lead smart, swift execution of your strategic transformation plan.
- Practice with tools that build, replicate and scale careful, strategic thinking and effective communication.

Participants

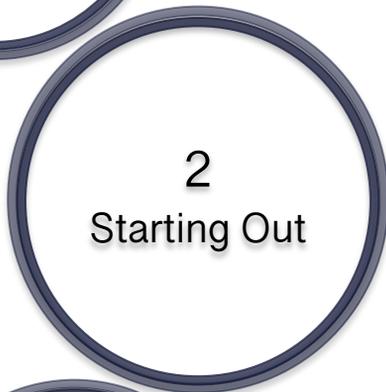
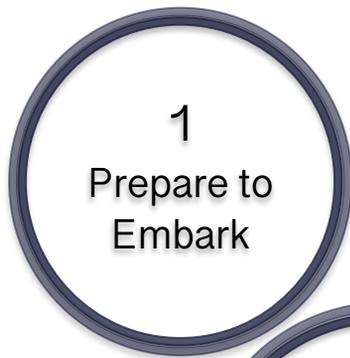
This approach is intended for senior leadership teams, change leadership and planning teams comprised of senior management, key staff members, function and BU leadership teams.



Leading Change Together Overview

Leading Change Together is a holistic and comprehensive process that blends together three inter-related and mission-critical change leadership activities: Strategic Alignment, Team Engagement, and Leadership Development.

With **Leading Change Together**, we work beside you to build and execute a Strategic Change Leadership Roadmap in order to create and **sustain shared clarity and alignment**. Leading change successfully requires commitment from the entire change leadership team to **engage one another with intention** in order to **create a culture of trust, cooperation, and collaboration** that will **ensure coordinated action**. Throughout the three-part process, we bake in opportunities that allow you to develop your capacity to lead change together in support of organizational and team objectives. Typical engagements run 12 to 24 months, depending on the nature and scope of business transformation you are envisioning.



Leading Change Together succeeds because embedded within the three-phase process are intentional, ongoing team engagement and development activities designed to create and sustain the conditions for team success.

Leading Change Together Elements

1. Preparing to Embark Session: A two-day meeting dedicated to helping the change leadership team begin to prepare the preliminary work needed for the “Starting” Session. The Prep Session may include:

- Methodology and Process Overview
- Context Setting
- Market and Company Overview
- Change-worthiness Assessment (Interviews and Surveys of key leaders, stakeholders, and constituencies)
- Transformation Ideation

The Prep Session is scheduled 4 to 6 weeks in advance of the Starting Session.

2. Starting Out Session: This Change Strategy Alignment Workshop is a three-day meeting typically scheduled Tuesday through Thursday. You will be guided through the heart of the Leading Change Together approach. When completed, you will have a 1st-cut Change Leadership Roadmap and agreed Change Leadership Team Commitments. The Starting Session may include:

- Change Vision Review and Modification
- Starting Point Session (Baseline Environment Brainstorming, Gap Analysis and Opportunity Identification)
- Drafting the Change Scorecard (Success Measures: Outcomes and Metrics)
- Identifying the Big Rocks (Milestones and Workstreams)
- Ownership and Accountabilities
- Project and “Quick Hits” Brainstorming Sessions
- Planning Development Exercises
- Change Communication Strategy and Plan, including first messaging
- Establish Change Leadership Team Commitments (Guiding Principles and Operating Agreement)

3. Stay the Course Sessions: We maintain strategic alignment and team engagement throughout the change process by convening quarterly two-day workshops over the course of the engagement. These sessions consist of:

- Change Roadmap Review and Revise Session
- Project Prioritization
- Timeline Discussions
- Change Leadership Team Commitments Review
- Leadership Development and Team Engagement Activities
- Identifying and Taking the Next Steps



Leading Change Together Service Inclusions

This tested and proven approach includes the following:

1:1 Advising/Coaching for Change Team Leader

A primary role of leaders is to create the conditions that enable team members to engage and contribute to the work of organizational transformation. **Leading Change Together** marks a shift in how a group of leaders engage one another and approach the work of leading organizational change.

Leading a team through change takes focus, discipline, time, and a commitment to change one's way of leading. Over the course of a **Leading Change Together** engagement, we support the executive-in-charge/change team leader with regular 1:1 coaching and consultation to enable her or him to respond to the needs of the change leadership team - providing clarity of vision and purpose, and maintaining a team culture of high trust, cooperation, and collaboration.

Advising/Coaching can include:

- One-day "deep dive" to commence the process
- Regular meetings that work with the leader's schedule
- Pragmatic approach that doesn't waste the leader's time

Strategic Alignment and Team Engagement Process Design and Facilitation

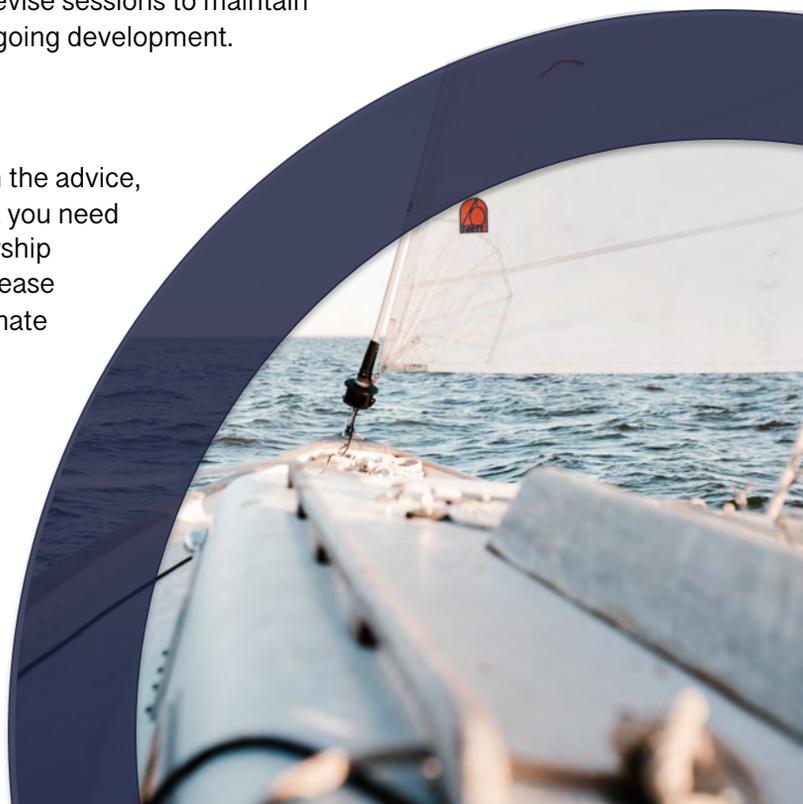
Our team will work with you to design and deliver the entire process wall-to-wall. Prior to each in-person session, one of our team will engage with you to develop and confirm agendas, review materials, and generate any communications to the team and key stakeholders.

Leading Change Together sessions are fast-paced and highly interactive workshops, customized for your specific situation and needs. Team engagement and leadership development activities are interwoven with the work of ensuring strategic alignment and are firmly embedded in your business context. In between each in-person session, one of our team members will meet with your team virtually to facilitate quick review and revise sessions to maintain progress, engagement and to encourage ongoing development.

The Last Word

Leading Change Together provides you with the advice, coaching, facilitation, and consulting support you need to build and maintain a solid Change Leadership Roadmap and Strategic Execution Plan, increase team cohesion and engagement, and coordinate action in order to accelerate to excellence.

Leading Change Together makes you unsinkable as you navigate the seas of market and organizational transformations.





Dr. Greg Giuliano

Biography

Dr. Greg Giuliano is Founder and President of Giuliano Associates. Greg advises and coaches senior executives and leadership teams all over the world. Greg is well-known for his ability to synthesize complex information quickly and for his fast-paced and impactful communications. He designs change leadership and team development strategies that create alignment and build individual and team capacity to lead organizational transformation.

Greg has led and founded successful boutique consulting firms serving clients around the world and specializing in executive coaching, team and organization development and transformation, and leadership development.

Greg’s personal motto, “Go to the edge. Push farther. Repeat.” provides the foundation for his work to grow #ultraleadership - the will to go beyond usual and ordinary and push the limits and the skill to get people to willingly, enthusiastically, and repeatedly engage and contribute to important work.

Greg is the author of the bestselling book, *Ultra Leadership: Go Beyond Usual and Ordinary to Engage Others and Lead Real Change*, and *The Hero’s Journey: Toward a More Authentic Leadership*. He is also the creator of various individual and team assessments including the # *UltraLeadership 360* and the *TeamWork GPS Team Survey*. He is co-author, along with Pat Newmann, of *The Change Leader’s Checklist*.

Greg holds the doctorate in Psychology from Alliant International University. He received his B.A. and M.A. degrees from the University of San Diego.

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Contact

M: +1 949 233.0588
E: greg@ultraleadership.com

