

Amy Jacobson

Change Intelligence: Managing Change with EI

A high energy and magnetic mindset experience, delivered with a bit of tough love.



Session Overview

Change is not a new concept or challenge, it's been here forever, yet the size of the change we are experiencing is growing at a rate that our minds are struggling to comprehend and keep up with.

When we get caught up in the process selling the end result of change, we miss the natural progress and pushback that our minds go through as we process the loss of the 'old way' and the way that has been embedded in our neural pathways.

It doesn't matter how high the 'win' or value is, how exciting the future way looks or how strong the 'why' is behind the change, we must support the transition in our brains before the shiny new toy will be accepted.

Learning Outcomes

This fully inclusive change program taps into the subconscious mind and aligns the key elements of emotional intelligence to create the ultimate change transition process.

Upon completion, the attendees will have:

- An understanding of the relationship between change in the workplace and the wirings of the human brain.
- A simple 3-step process, that aligns to the fundamentals of EI, to successfully take their team through the change transition both physically and mentally.
- Clear tools and actions to manage tough conversations and emotional responses to change.

Amy is an Emotional Intelligence Speaker travelling from Perth, Australia, delivering keynotes and programs internationally.

Amy's 5 part methodology



OWN IT



FACE IT



FEEL IT



ASK IT



DRIVE IT

Session Outline: 1 x Full Day

Session 1: The Changing World of Work

- The history of change and how it's impacted workplaces.
- Understanding the pros and cons of workplace change, not everyone loves the new 'shiny toy'.
- Change models that align to our brain wirings and human connections.



Session 2: The Fundamentals of Change

- How the type of change influences our emotional responses.
- Adapting our leadership style based on the change and multiple change personalities.
- Identifying change drivers and our relationships with change.

Session 3: The Ending

- Change and it's relationship with the emotional brain.
- Owning the impacts of the 'new way' and closing the 'old way' of doing things.
- Facing the teams transition as we manage all the potential emotional responses and potential blockers to the change.

Session 4: Feeling Neutral

- Providing direction in a time of confusion and chaos.
- Having tough conversations where emotions are high in play and asking the right questions.
- Creating transparency and clear ongoing communication past implementation.

Session 5: The New World

- Bringing the project plan to life with human connection.
- Driving involvement and engagement at all levels of the team.
- Creating the dopamine reward.

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