



MANAGEMENT

CHANGE**FUSION**
accelerating results.

MANAGE /'MANIJ/ VERB

To guide others to contribute to their fullest potential

Managers are the catalysts for stronger results, healthier organizations, and more highly engaged employees. Managers have the unique and very hard position of overseeing both employee work quality and development. They do this by guiding results, providing meaningful feedback, delegating work, and coaching to increase organization and individual capacity.

We work with managers to seize the opportunities and address the challenges of their role head-on. We build their confidence and skills to make a positive difference in their employees' and organizations' lives. We guide them to create environments where individuals can (and want) to do their very best work. Let us do the same for you and equip your managers to catalyze.

Encouragingly,



About Us

We help organizations achieve change, define strategy, shift culture, and build the capacity of their leaders and employees. We do it all with hard-hitting business acumen, deep knowledge of organization dynamics, and a strong emphasis on making a sustainable difference.

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WE HELP MANAGERS SUCCEED

Here's how the story usually goes: You are extremely skilled in your field of expertise. You work hard and achieve top results. Your leadership, dedication, and talent are recognized and you are promoted to a managerial role. That's when you realize managing people requires a new and different skill set.

Now what?

We know managers make a difference and that managing well is a skill that has a high return on investment and can be developed over time. We help managers do this by honing in on critical management skills and techniques. Our approach is laser-focused, bite-sized, and cutting-edge. We embed the essentials in the context of real-world scenarios and focus on immediate application, team development, and individual growth and coaching.



WE HELP MANAGERS DEVELOP THE 80% FACTOR

We develop
successful
managers by
combining
real world
practice with
bite sized
learning.

WHY CHANGEFUSION?

OUR APPROACH: CRITICAL SKILLS



Our approach to manager development is focused on the six roles managers must play and the critical skills they need to succeed. We embed these essentials in the context of real-world scenarios and focus on immediate application. This means less time AND breakthrough results.

OUR LEVERAGE POINTS: LASER-FOCUSED LEARNING



Our approach is laser-focused and bite sized. We maximize time and learning to help managers use new skills, tools, and approaches from day one of our support.

OUR SECRET SAUCE: DEEP CHANGE



Unlocking personal capacity is a deep and meaningful change journey. We stretch and challenge managers with compassion to help them develop new mindsets through experiential practice, personal reflection, and individual coaching.

Our expertise

Our approach to manager development is grounded in behavioral science, neuroscience, and systems thinking. We designed our manager tools with theoretical underpinnings and honed them to perfection through real-world application. Yes, we even use them in our own business. We know our approach and tools work.

OUR MANAGEMENT SERVICES: TRAINING

DEVELOPING MANAGERS TO MAKE A DIFFERENCE

QUICKSTART FOR MANAGERS

Our manager development program is a laser-focused, bite-sized learning experience that builds critical management skills in a short period of time. It has eight interactive modules that combine practical tools with on-the-job application exercises and one-on-one coaching. Modules are scoped tightly around the critical roles a manager plays and bring participants together as a cohort (virtual or in-person) to create a community of practice and support. QuickStart can be designed as an organization-wide program or signed-up for individually online.

**EXPLORING YOUR ROLE
AS A MANAGER**

**PROVIDING HIGH-IMPACT
FEEDBACK**

**MOTIVATING AND
ENGAGING OTHERS**

**NAVIGATING
CONFLICT**

**INFLUENCING AND
MANAGING UP**

**BUILDING HIGH-
PERFORMANCE TEAMS**

**MANAGING FOR
RESULTS**

**REALIZING
YOUR IMPACT**

OUR MANAGEMENT SERVICES: CONSULTING

MANAGERS MAKE A POSITIVE DIFFERENCE. DO YOURS?

We help managers around the globe in multiple industries increase their effectiveness, achieve new results, and unlock the potential of their people and teams.



ORGANIZATION CONSULTING FOR MANAGERS EFFECTIVENESS

We partner with you to assess manager skills, determine what helps your managers succeed, and then develop a strategic and systematic framework for developing your managerial capacity. This customized solution for organization-wide manager support equips your managers to make a positive difference on people and results.

VIRTUAL OR
ON-DEMAND



BUILDING HIGH PERFORMANCE TEAMS

During this interactive virtual session, managers will learn the fundamentals of building a high performance team. They will be introduced to the seven core conditions that lead to high performance.


“ChangeFusion’s facilitation of our sessions allowed for the team to engage in critical conversations while maintaining and building relationships.”

OUR MANAGEMENT SERVICES: TOOLS

SUPPORT MANAGERS WITH THE LATEST TOOLS

Top managers engage their employees and instill their teams with accountability. They guide results, provide meaningful feedback, and delegate. Our tools, developed from years of business experience and performance management expertise, help managers succeed.

- ✓ **DELEGATION TOOLKIT**
- ✓ **MOTIVATION PLANNER**
- ✓ **MANAGER'S GAME PLAN**
- ✓ **CONFLICT NAVIGATOR**
- ✓ **FEEDBACK PLANNER**
- ✓ **DIFFICULT CONVERSATION GUIDE**
- ✓ **DEVELOPING TALENT TOOLKIT**



“Equip your managers with tools proven to help them succeed.”

OUR MANAGEMENT SERVICES: COACHING

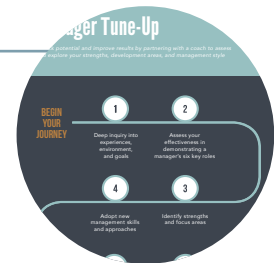
GREAT MANAGERS CREATE ENVIRONMENTS WHERE EVERYONE PERFORMS.

Our coaches work around the globe in multiple industries to help managers increase their effectiveness, enable high-performance, and delegate to develop capability, lighten personal workload, and deliver results. Our most popular manager coaching packages are:



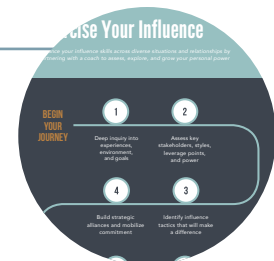
MANAGER TUNE-UP

This 6-month package focuses on redesigning your impact as a manager. Unlock potential and improve results by partnering with a coach to assess and explore your strengths, development areas, and management style.



EXERCISE YOUR INFLUENCE

This 6-month package focuses on building your capacity to persuade, convey, and convene. Enhance your influence skills across diverse situations and relationships by partnering with a coach to assess, explore, and grow your personal power.



MANAGE AN ALL STAR TEAM

This 3 to 6-month package helps you tackle the messy, difficult, and inspiring role of managing head-on. Build a top-performing team by partnering with a coach to explore and create the conditions for effective teamwork.



OUR CLIENT IMPACT

HEAR WHAT OUR CLIENTS HAVE TO SAY

We develop managers to achieve more. We equip them with the skills and tools necessary to lead highly effective teams and unlock greater levels of individual performance.



The QuickStart program continues year after year to be the highest rated training program we offer in the organization.



It was great being in your class this week. You are a very skilled teacher and facilitator. I learned a lot that I put to use first thing Friday morning when I returned to the office.



I can actually recognize when I am in a conversation that is of low value and I am using the tools I learned to have better conversations.



There are so many tools I believe I can put into practice every day. I'm excited to apply what I've learned."

OUR CREDS



NUMBER OF
PROGRAM GRADUATES



OF PARTICIPANTS APPLYING
NEW SKILLS, APPROACHES,
AND GREATER
MANAGEMENT IMPACT



OVERALL
PROGRAM RATING



SEE THE DIFFERENCE YOUR MANAGER CAN MAKE

CALL US TODAY

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