



# CHANGE



# CHANGE /CHANJ/ VERB

*The ability of an individual or organization to adapt and become different*

Leading change is daunting, yet a necessary capability. Whether unexpected or planned, large or small, sudden or slow, change is constant in your organization. It's here now, it will be here tomorrow, and it will show up again the day after that. The power of a change leader therefore comes not in predicting, controlling, or limiting change, but in influencing its speed and direction for maximum impact and results. And this is what we use our expertise to do.

We invite you to think about change differently. Let us partner with you to set the conditions for your organization to adapt and become different.

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 ORGANIZATIONS CHANGE.

CHANGE HAPPENS. EVERYWHERE.

Yes, you read that right. An organization's capacity to change and adapt is innate and one of its greatest advantages. But traditional approaches to change seek to control or limit it, which in turn inhibits the natural capacity to adapt and thrive. Our change practice does the reverse: **We harness change with a purpose and a plan.**

Change arises from self-organization, the ability in any organization to create new, emergent structures and patterns in response to challenges or new conditions. We work with you to facilitate and enable this capacity.



Using our  
proprietary  
**CHANGE**  
approach,  
change  
actually  
happens.

# WHY CHANGEFUSION?

## OUR APPROACH: INVOLVEMENT



From day one, we are your partners; co-creating and co-facilitating change with you is what we do. To seek out and enable the forces of self-organization, we involve your organization. Our process, called DMER™, mobilizes change from all parts of a system and ensures we think about the mindsets, habits, and skills people really need for the change to succeed and stick.

## OUR LEVERAGE POINTS: CHANGE DIALS™



We focus on six core conditions that support self-organization. While many factors impact change, there are six central ingredients that make the biggest difference in whether change happens or fails. Working together, we help you tune these Change Dials™ to influence the speed and direction of your change.

## YOUR SECRET SAUCE: LEADERSHIP



Change can be hard. You can't control it (really) and the discomfort it brings is real and should be expected. This is why leadership is critical during times of change. We guide you through the uncertainty and support you to lead with strong presence and deliberate action.

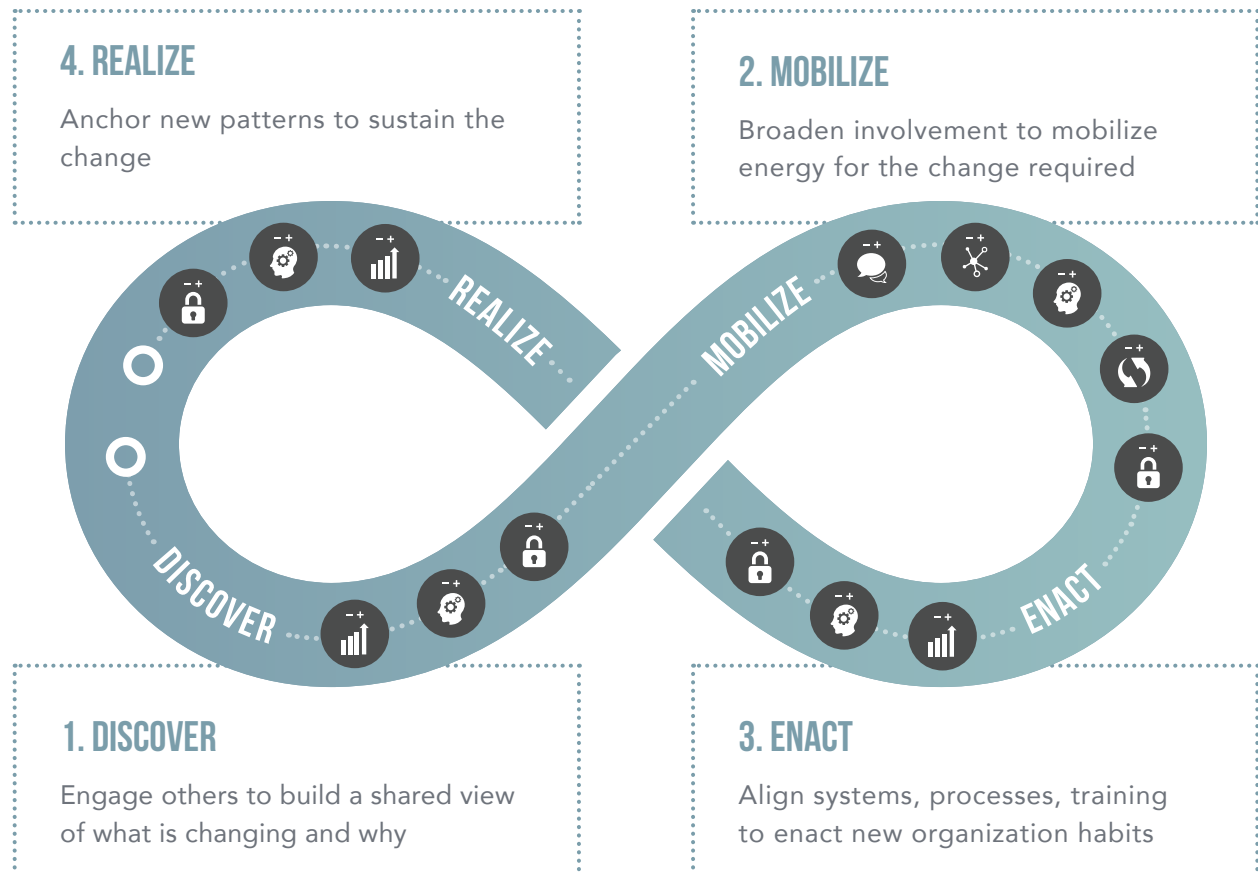
## *Our expertise*

Our approach comes from over 25 years of business expertise leading and facilitating change first-hand. Our change tools are honed by theoretical training in change theory, complexity science, neuroscience, and positive psychology.

We use our approach in partnership with our clients to define compelling change narratives, develop comprehensive involvement and engagement strategies, and support new behaviors and habits that lead to tangible results.

# NEED TO CHANGE? CALL CHANGEFUSION

DISCOVER, MOBILIZE, ENACT, AND REALIZE YOUR CHANGE



- To navigate change, we engage others to mobilize commitment and energy across your organization. We facilitate exchanges that create insight. The Discover-Mobilize-Enact-Realize (DMER) process involves, mobilizes, innovates, and helps change succeed.

# OUR CHANGE SERVICES: STRATEGY CONSULTING

DESIGN A BLUEPRINT FOR CHANGE THAT LEVERAGES  
OUR PROPRIETARY CHANGE DIALS™

## CHANGE STRATEGY IMPLEMENTATION



### Need support with complex organization or multi-division change?

Contact us to bring expertise into navigating even the messiest and most complex organization-wide changes. We partner with you to understand the nuances of your change context and identify key challenges and opportunities. Using our proprietary ChangeDials™ and DMER™ process, we design a change strategy that creates the conditions for successful change, even in high complexity and uncertainty. Our change strategy and implementation services have enabled significant, multi-year organization-wide change efforts to succeed. The result? Greater levels of organization performance, adaptability, and innovation

## STRATEGY CONSULTATION

START SMALL

You see the need for change. It's big and happening whether you like it or not. You need a strategic advisor and clear game plan. Call us for a three-hour change strategy consultation and get started in successfully navigating organization-wide change and complexity.

## LEADERSHIP COACHING

BEHIND  
THE SCENES

You're in the midst of change and things are stalling. It's messy and it's organization-wide. This happens in most change efforts and represents a strategic inflection point in the change process. Get support to capitalize on the moment and navigate it successfully. Call us for a leadership coach with change expertise to strategize your way through complexity and bring together diverse views to find the best path forward, even when conditions are most challenging.

# OUR CHANGE SERVICES: PRODUCTS

EVERYONE LIKES A DO-IT-YOURSELF KIT

## CHANGE TOOLBOX

The Change Toolbox is a comprehensive toolbox for navigating and engaging others in a change from beginning to end. It provides a comprehensive suite of tools for anyone leading change to use for immediate results and organization-wide involvement. The toolbox includes six of our most popular change tools:



### CHANGE NARRATIVE

Design a powerful narrative about what needs to happen



### STAKEHOLDER MAPPER

Understand perspectives of stakeholders



### INVOLVEMENT PLANNER

Identify innovative, two-way involvement strategies



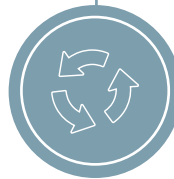
### COMMUNICATIONS PLANNER

Create a strategic change communication plan



### REACTION KEY

Understand others' reactions to change and how to navigate them successfully



### HABIT REINFORCER

Understand how to enact individual and collective habit change

# OUR CHANGE SERVICES: LEARNING LABS

LEADERS ARE MEANT TO INSTIGATE CHANGE. DO YOURS?

3

DAYS

## LEADING CHANGE IN COMPLEX TIMES

This interactive learning lab prepares leaders, executives, and individuals to catalyze and navigate change. It is a hard-hitting course that develops core skills to understand and use the principles of self-organization in complex and challenging situations. It is a deep dive into change from which leaders emerge armed and ready to navigate transition in their organizations.



3

DAYS

## CHANGE AGENT TRAINING

Need a cadre of change agents to navigate change in your organization? We work real-time with a cohort of leaders to learn and apply our proprietary processes and tools. They learn essential change skills and you see things begin to happen. This learning lab, run in six half day sessions or three one day sessions, provides the tools and mindset for change agents to successfully navigate change. As a cohort, the participants work on real-time change efforts they are leading and build skill while applying the skills immediately.



2

DAYS

## INTACT TEAM KICKSTART SESSION

This interactive, facilitated team session builds a shared understanding of the “what” and “why” of change. Leaders and participants leave the session with a change canvas for their shared change journey. Teams collaborative to build their change narrative and involvement plan. At the close of the session, all participants have a clear path forward to begin navigating the change.





# OUR CLIENT IMPACT

## HEAR WHAT OUR CLIENTS HAVE TO SAY

We help clients harness change with a purpose and a plan. Together, we achieve change and improve results and performance organization-wide.



*I had 100% confidence in the consultants; they approached the project collaboratively and jumped in to really understand our business, the complexity of the project, and then develop solutions that really supported our work.*



*A must-have, trusted advisor to anyone leading change in their organization. The simple, well thought-out solutions brought clarity and momentum to our change initiatives.*



*We can really see change beginning to happen. I was very skeptical at the beginning but ChangeFusion has built deep trust and really cares about our success. They have created an environment where we have really started to trust each other.*



*Masterful leaders of change who understand and respond powerfully to the complicated power dynamics of an international community.*

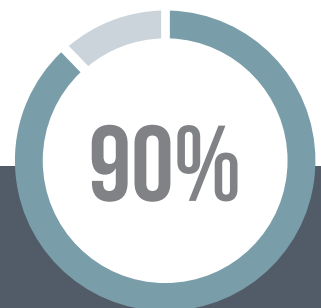
## OUR CREDS



**CHANGE PROJECTS  
SUCCESSFUL**



**NUMBER OF LEADERS  
COACHED THROUGH CHANGE**



**OF TRAINING PARTICIPANTS  
AGREED OUR PROGRAMS BUILT  
THEIR CHANGE CAPABILITY**



# DON'T GET STUCK.

CALL US TO NAVIGATE AND ACHIEVE YOUR CHANGE TODAY.

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