

LEADERSHIP



LEAD /LEED/ VERB

An art, science, practice, and choice that defines you and mobilizes organizations to succeed.

Like many technical capacities, there is a science and skill behind what makes great leaders successful. But true leadership, the kind that makes a difference, requires far more than an expertise of facts and theories. It requires the art of presence and practice. It requires strategic agility. It requires full contact with who you are and what you bring to your situation.

We support leaders in this full-contact sport. We challenge them to think strategically about their situation and what they want to achieve. We help them as they master the science, develop the art, and practice the daily choices that bring their leadership to life. We look forward to helping you too.

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 BUILD STRATEGIC LEADERS.

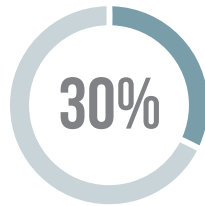
LEADERSHIP IS A FULL-CONTACT SPORT.

Great leaders understand the context in which they lead and set forth a strategic direction towards what is possible. They mobilize others to deliver results and they demonstrate the personal courage necessary to make choices that matter.

Great leaders make things happen.

But let's be real, great leadership isn't easy. Leaders work in extremely complex and fast-paced environments. Their worlds are filled with the sudden, the unexpected, the multi-faceted, and the urgent (often all before lunch). Even those with the best skills can be overcome by the demands of their surroundings. Our leadership services and programs incorporate these real-world challenges and help leaders address them head-on.

**LEADERS WHO
DEDICATE TIME TO
DEVELOPMENT ARE**



**MORE LIKELY TO
ACHIEVE BETTER
OUTCOMES**

**We develop
leaders
who think
strategically,
build effective
relationships,
and intentionally
shape culture.**

WHY CHANGEFUSION?

OUR APPROACH: TAILORED AND RELEVANT



We build leadership development programs to fit your organization's culture, strategy, and goals. We combine the latest in leadership research with real-world application, coaching, assessments, and action learning projects. Leaders walk forward from our programs immediately applying new, practical approaches that make a difference.

OUR LEVERAGE POINTS: CONTEXT, RELATIONSHIPS, RESULTS



Leadership requires making choices to adapt to context, build strong relationships, and seize new results. We support leaders in understanding what their situation requires from them and making choices to realize the results and relationships they want to achieve. We help them think boldly and strategically, be innovative and adaptable, and develop clear empathy and strong presence.

OUR SECRET SAUCE: DEEP PERSONAL CHANGE



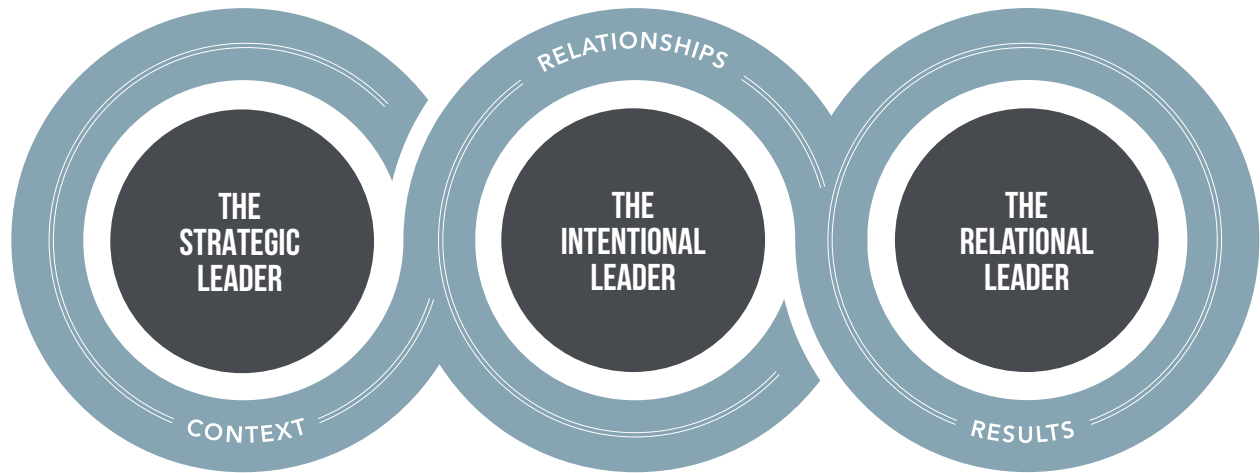
Unlocking inner leadership capacity is a deep and personal change journey. We stretch and challenge leaders with compassion. We help them dive deeply into the mindset and strategic skills they need through experiential practice, personal reflection, and the support of a cohort community.

Our expertise

Our leadership expertise is refined from decades of coaching, consulting, and developing senior leaders in government, corporate, and non-profit environments. Through our approach and proprietary leadership tools, we have equipped leaders to lead effectively in high-pressure, complex, and paradoxical environments to achieve strategic, political, and personal success. Our expertise is also steeped in experience gained through years of holding leadership positions ourselves. Our consultants understand (and have lived through) the real-world situations leaders face on a day-to-day basis. This brings a compassion and a courage to our work that makes a significant difference for the leaders we work with.

OUR LEADERSHIP POINT OF VIEW

Leaders explore, expand, and exercise deliberate strategic choices. Through three leadership stances, leaders come to understand the strategic challenges they face, the capacity and relationships they need to build, and the legacy they want to create.



LEADING ORGANIZATION

The strategic leader sets direction and clarifies purpose to align, anticipate, lead change, and innovate.

LEADING SELF

The intentional leader makes deliberate choices to lead in ways that create productive environments and enable peak performance.

LEADING OTHERS

The relational leader mobilizes others to contribute their full potential, achieve shared goals, and support organization-wide success.

OUR LEADERSHIP SERVICES: LEARNING LABS

LEADERS MAKE A POSITIVE DIFFERENCE. DO YOURS?



LEADERSHIP DEVELOPMENT PROGRAM

This intense, deep-learning experience immerses leaders in the mindset and skills they need to lead and achieve in complex, fast-paced environments. The program incorporates real-world application and creates a community of practice by bringing participants together as a cohort. The program focuses on three leadership stances through which participants learn to:

- Make deliberate choices to lead in ways that create productive environments and enable peak performance (the Intentional Leader)
- Mobilize others to contribute their full potential, achieve shared goals, and support organization-wide success (the Relational Leader)
- Set direction and clarify purpose to align, anticipate, lead change, and innovate (the Strategic Leader)



LEADING WITH EMOTIONAL INTELLIGENCE

This learning lab is designed to help leaders energize, inspire, and mobilize. Participants learn to use emotional intelligence as a core leadership skill in creating high performance environments, improving relationships, and maximizing their personal effectiveness and leadership brand. As a part of the course, participants complete an online emotional intelligence assessment and receive individualized information on how to improve the ways they perceive and express themselves, interact with others, and use emotional information in dealing with challenges and uncertainty.



LEADING CHANGE IN COMPLEX TIMES

This session prepares leaders, executives, and individuals to catalyze and navigate change. It is a hard-hitting course that develops leaders' 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.

OUR LEADERSHIP SERVICES: 360 ASSESSMENT

A LEADER'S IMPACT RIPPLES THROUGHOUT AN ORGANIZATION.
WHAT'S YOUR RIPPLE?



LEADERSHIP INSIGHTS 360 (LI360)

The Leadership Insights 360 (LI360™) is an online 360 assessment designed to build awareness of leadership impact and effectiveness through actionable feedback from peers, direct reports, manager(s), and stakeholders or colleagues. It hones in on 15 core leadership behaviors and collects information on how well you demonstrate these competencies. Using this tool, you receive a comprehensive leadership report that includes all feedback, a synthesis of your strengths and development areas, and a guided development plan to enact behavior change and accelerate your skills and results.

15 CORE LEADERSHIP COMPETENCIES



OUR LEADERSHIP SERVICES: COACHING

6
MONTHS

LEADER COMMUNICATION AUDIT

This 6-month coaching package focuses on honing your communication skills to connect with and inspire your organization. You will first work with your coach to assess the impact of your current communication style and organization messages. Next, you will develop the art and skill of storytelling and other day-to-day behaviors that engender strong, trusting relationships. Through this comprehensive audit of your verbal and nonverbal messages, you will find and maximize your leadership voice to increase trust, clarity, and alignment in your organization.



6-12
DAYS

LEADERSHIP ONBOARDING

Our leadership onboarding services help leaders (new or existing) transition into positions on an accelerated learning curve with minimum mistakes. Through this six-month package, you will work with a coach to focus on strategic thinking, relationship-building, and personal presence to transition into your role successfully. Using this service, leaders can more quickly understand their new role and/or organization and make an effective impact early on. Our coaches use a four-step transition roadmap and dashboards for each phase of the journey to help you maximize results, build key relationships, and ensure organization-wide alignment.



OUR LEADERSHIP IMPACT

HEAR WHAT OUR CLIENTS HAVE TO SAY

We develop leaders to lead. We equip them with the skills and tools necessary to drive organization-wide performance and support others in achieving more.



An exceptional partner in creating our leadership development strategy and capacity building programs. In the midst of our merger, this work helped to stabilize the organization. It mobilized [and] aligned leadership action and increased employee engagement.



ChangeFusion's facilitation of our sessions allowed for the team to engage in critical conversations while maintaining and building our relationships. Their guidance provided us a structure to come together and wrestle with complex issues while agreeing on priorities, leadership, and resources.



ChangeFusion coaches created a robust process that mobilized energy toward developing our future. They asked the tough questions and supported us in creating meaning from all the information. Their support enabled us to have conversations that were needed!

OUR CREDS



**LEADERS
SUPPORTED**



**W LEADERS REPORTING THAT
OUR DEVELOPMENT PRO-
GRAMS CHANGED THEIR WAY
OF LEADING**



**PROGRAM EFFECTIVENESS
IN DEVELOPING NEW
MINDSET, SKILLS, AND
LEADERSHIP EFFECTIVENESS**

LEAD EFFECTIVELY WITH CONFIDENCE, CREDIBILITY, AND RESULTS.

WHO COULD SAY NO TO THAT?

