

MANAGEMENT DEVELOPMENT WORKSHOPS

Leading Change without Migraines™

Leading Change without Migraines™ is training in service of helping your organization address some pressing challenge or opportunity. The people who attend the workshop are there to learn skills that they can begin to apply immediately to a particular challenge or opportunity. The expectation of this workshop is that the organization will do something with what they learn today. In fact, the workshop is designed so that you begin to make progress on this change during the session. This is a practical roll-up-your-sleeves and get-to-work session.

POINTS REGARDING THIS PROGRAM...

- This workshop is for people who are expected to lead a particular change in your organization. You could invite executives, managers, and project leaders as long as these are the men and women who you rely on to lead change.
 - Everyone receives a hard copy of the 48-page Introduction to Change without Migraines™.
 - Everyone receives worksheets and assessments that we will use to examine what needs to be done to support change in your organization.
- A "leader" for this group will meet with Rick by phone prior to the event to make sure that what you need and what Rick delivers is aligned.
 - Two 60 to 90 minute follow-up calls for everyone who attends this workshop to discuss your progress and next steps.
 - You may send up to 25 people provided they are people who are empowered to make decisions regarding whatever change you'd like them to focus on.

WHAT PARTICIPANTS WILL LEARN...

- The Cycle of Change—what it is, why it matters and how to use it
- What causes people to resist or support change
- How to make a compelling case for change
- Getting your change initiative started on the right foot
- Keep the change alive so you achieve the intended results
- When change derails, how to get it back on track



"This is a workshop that has been crafted by a master of process work who understands that competent facilitation of a small amount of excellent content can lead to real insight and learning. It is one of the best workshops I have attended in years. It is simple, elegant, most enjoyable and very powerful."

Graham Bullen, Deloitte Consulting

SAMPLE OF CLIENTS SERVED:

AGF Funds Inc.
Bank of Nova Scotia
BEP International (reinsurance brokers)
Canadian Imperial Bank of Commerce
Capital One Financial Corporation
Citigroup
Credit Suisse Canada
Credit Union Central of Ontario
Deloitte & Touche
Fannie Mae
First City Trust
MBNA America Bank
North American Life Assurance Company
Platt's (Standard & Poor's)
The Prudential Insurance Company of America
The Royal Bank of Canada
The Universal Group of Funds
Visa Canada Association
William M. Mercer Limited

WE ARE A LEADERSHIP DEVELOPMENT FIRM DEDICATED TO HELPING OUR CLIENTS LEVERAGE THE TALENTS OF THEIR MANAGERS AND TEAMS.

We offer training workshops, facilitation services, keynote presentations, and executive coaching that help managers generate consistently high performance by (1) fostering commitment and accountability in their employees and (2) building productive teams.

Our clients include organizations from the corporate, public, and not-for-profit sectors, as well as associations. They know Fulcrum for programs that:

- Present cutting edge concepts and practical techniques,
- Apply interactive adult learning approaches and
- Energize people to deliver superior results

Fulcrum Associates Inc. was founded in 1988. We are a continental firm, headquartered in Northern Virginia, with an operation in Toronto. For projects large or small we are able to draw on the talents of a select number of highly professional associates, each heading a successful independent practice, who deliver programs tailored for today's organizations.



RICK HELPS PEOPLE LEAD *CHANGE WITHOUT MIGRAINES™*! HE WORKS WITH LEADERS OF ORGANIZATIONS WHO WANT TO ACCELERATE CHANGE IN WAYS THAT BUILD COMMITMENT -- AND WITH PEOPLE WHO NEED TO GET STALLED INITIATIVES BACK ON TRACK.

His opinion has been sought by NBC Nightly News, CNBC, BBC, Fortune, The Wall Street Journal, USA Today, Industry Week, The Economist, Nation's Business, Fast Company, The Washington Post, Investor's Business Daily, trade and business publications, and many radio and television programs throughout North America.

He recently published *The Change without Migraines™ Formula*, a self-directed audio and print resource to help leaders at every stage of a major change.



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