Workshop 3

Mastering Change
Eric Allenbaugh, Ph.D. (Allenbaugh Associates, Inc.) (Email: eric@allenbaugh.com; Ph: 503-635-3963)

Abstract: Change happens. You can either be a master of change or a victim of change. You can either shape change or be shaped by change. Change inspires, enlivens, and encourages. It can stimulate your creativity, move you off your stuck position, challenge you to be your best, and be a catalyst for action. At the same time, change might tap into your fears and insecurities. Depending on how change is handled, it can either energize or immobilize.

Change comes with the territory of being a leader at any organizational level. Effective leaders build understanding of the need for change, engage others in the process of change, work through resistance to change, and build ownership of and commitment to the new direction.

This interactive Mastering Change Workshop will provide participants with effective strategies and pragmatic tools to facilitate individuals, teams, and organizations in moving from where they are to where they want to be.

Outline:
- Visioning what you want to create
- The 2 change cycles: regression and growth
- Change: what’s in it for me? (WIIFM)
- The 4 transition stages of change
- How change impacts performance: The 4-stage productivity path
- Building “ownership” of the change: The 5 options for stakeholder engagement
- Getting the “wild geese” to fly in formation
- When do we involve people in change?
- Why do people resist change?
- Facilitating change: The 8 strategies to build support for change
- To change or not to change?
- Moving from a problem to a success focus
- Balancing courage and safety in the change process
- Expanding my circle of influence -- it starts with me!
- The “3Rs” for renewing your competitive edge
- The ongoing challenge: being “on purpose”
- The decision diamond: The test of mission, vision, and culture
- The Blip Theory: making it stick

Author’s Biography:
- 30+ years as a national and international leadership and organization development consultant in corporate, healthcare, and governmental organizations
- Owner of Allenbaugh Associates, Inc., a leadership consulting, training, and executive coaching firm
- More than a dozen years formerly in hospital administration
- A consultant to consultants – certifying them in coaching and leadership enhancement
- Past President and co-owner of the Executive Officers Club, a professional development firm for Northwest executives
- Over 2000 audiences have heard Dr. Allenbaugh present
- Veteran of over 350 television and radio programs focusing on leadership and life success
- Doctorate degree (Ph.D.) from the University of Oregon emphasizing leadership and organizational behavior
- Master’s degree (MPH) from UCLA in hospital administration
- Former Fellow of the American College of Healthcare Executives
- Author of:
  - DELIBERATE SUCCESS: Turning Purpose & Passion Into Performance Results (2002) (Published by Career Press, this is now available in six languages.)
  - INTERACT PERSONAL STRENGTHS PROFILE (2009) – a nationally distributed leadership style and team development resource
  - MASTERING CHANGE: Moving from Resistance to Commitment (2007) – a leadership workbook for change agents