

# AVOID EXTINCTION



## Leading And Motivating Through Organizational Change

A Session by Rich George, The NOI Coach & Your Success Coach

**About This Session:** “That’s not the way we used to do it.” These are the most damaging words to progress. In this session participants learn to embrace and manage change with the “J-Curve” of change. Understanding the mechanics of change will help participants grow to not only accept change but to embrace it in their lives. This session is presented in a way that participants can immediately apply the learning outcomes in their professional and personal lives.

### Learning Objectives:

- A. Participants will discover that change is not only healthy but necessary for improvement.
- B. Participants will discover the mechanics of change management through the “J-Curve”.
- C. Participants will apply this knowledge to inspire others as well as themselves to embrace change in their lives.

**Session Outline:** In this inspirational session, participants will not only gain a commanding understanding of the “J-Curve” of change model, but they will also discover how to manipulate that knowledge into successful improvements in their workplaces and lives.

- I. Introduction to session and topic
  - a. The change management force-field analysis
  - b. Why are we resistant to change in our lives?
- II. The “J-Curve” of change
  - a. Complaisance
  - b. Fear
  - c. Denial
  - d. Acceptance
  - e. Championship
- III. Three Steps for Planning Change
  - a. Understand the people
  - b. Understand the task
  - c. Build the plan
- IV. Summary

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**Time: 9:00 am – 12:00 pm**

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Rich George is the Founder of NOI Coach, a business coaching, consulting, and training firm based in Michigan and is the owner of Blue Door Apartments. A successful executive with over 30 years of experience, Rich brings a passion for employee development and culture building. Rich’s background includes the management of over 2.5 billion dollars of real-estate, and over 250 million dollars of capital re-investment. Known for his team building, culture changing, and leadership skills, Rich inspires audiences nationwide.