

How to Release Real Change with HCL™

Tricia Steege, M.Ed., Influential Speaker, Author and Consultant



Think about a change initiative you've implemented that really mattered for you and your organization.

What happened? Did it succeed?

Did you get the return on the dollars you invested?

Is there higher productivity?

Is your organization performing better?

Think about your employees.

Are they willingly using the systems and processes that were implemented?

Are they helping you build your culture?

Are they happy? Did you lose key talent as a result of the change?

Your organization is never more vulnerable to losing key talent than during times of significant change.

You need to be able to create joyful, rewarding and psychologically safe work environments that catapult loyalty levels from your employees and help you to retain key talent.

And your leadership team is the key linchpin to make this happen!

It is the **Holistic Change Leader™** that drives lasting change by effectively implementing the three key pillars of **Change Leadership: Change Management Processes, Business Practices and Self Awareness.**

While most change management activities focus mainly on communications and training, **Tricia Steege's Holistic Change Leader™** program leverages the intersection of all three pillars, placing emphasis on the leaders' awareness of how they either help or hinder building connection with those they lead. When all of these pillars are working together, they create the unbreakable bond that propels the release of real change and allows leaders to guide their team through powerful transformation.

Tricia Steege, M.Ed., founder and CEO of Transformation Strategies,

is a well-respected senior organizational development and change strategist known for her approachable style, keen intuition and ability to effectively guide her clients through complex transitions and turbulent change initiatives.

Tricia works with executives and business leaders who desire to **REALIZE** return of investment from their business transformation initiatives, **GENERATE** enterprise wide alignment, **INCREASE** employee engagement and **IMPLEMENT** fully productive processes and systems.

Coupling over 30 years of extensive work around the globe, supporting thousands of leaders in the Technology, Financial, Manufacturing, Pharmaceutical, Healthcare, Publishing and Non-Profit sectors with undergraduate work in Biology and graduate studies work in organizational systems, Tricia distinguishes herself as an astute change management strategist.

She leverages her deep systems knowledge into her change work for large and small, multinational and domestic businesses.



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Please see reverse.

Speaking Topics

Release Real Change And Make Your Change Leadership Magic Happen

Real change leaders are not those at the top or the hired change consultants but rather those found at the mid-level and frontlines.

No skill is more important in today's workplace than being able to influence and lead others through transitions. And those that do it exceptionally well are those that are keenly self-aware, knowing how to leverage a combination of their own emotional intelligence, leadership behaviors and change management processes to create the required psychological safety that spurs others on to be innovative and easily move through transitions.

Learn the critical "must do's" of great change leaders. Leaders will leave the conversation with a clear sense of their "go do's" to develop their own personal change leader playbook and prepare themselves to lead with outstanding success.

Excuse Me—My Change Style is Showing

Organizations don't change...the people within them do. No skill is more important in today's workplace than being able to lead change and influence others to embrace it. However, many are ill equipped to know how to lead change and often get tripped up by their own reactions to it.

This talk will provide the framework for understanding one's own reactions and preferred change style, how it "shows up" and how to leverage it effectively to help influence and lead others through change. Listeners will gain "ah-ha" insights into their own personal attitudes about Change and how these influences their own behaviors as well as those they lead.

Accelerating Strategic Change

Find out the secrets to making rapid strategic change happen through the power of Whole-Scale® Change. Tricia leads a discussion of the robust theories, models, tools and processes that make up the Whole-Scale methodology of whole system change.

If you are a leader or a consultant facing organizational change challenges, this talk will provide new ideas that will make you a more effective change lead.

Mastering Stakeholder Engagement

Your key stakeholders are an important part of your change initiative implementation success. During times of transformation, your key stakeholders have a lot of things competing for their attention. Being able to successfully engage them requires you to have an intimate understanding of what's important for them. Solid stakeholder relationships don't just happen. It takes intentional planning on your part as a change leader.

Learn how to create strategies that ensure your stakeholders are actively partnering with you to influence the successful implementations of your change initiatives

Anyone who is serious about implementing change should look no further than Tricia!

- Karen Thomas, Former CIO, Main Line Health

Tricia's abilities to quickly adapt to the needs and cultures of numerous stakeholders resulted in us having greater impact in the global customer base.

- Kip Wolf, Program Manager, Merck Pharmaceuticals

Through Tricia's leadership, the team successfully met the deadlines on time and within budget. Feedback from the client team was extremely positive with a high level of satisfaction.

- Joe Wooten,
Director Change Management, Wyeth/Pfizer

She provided us with an intense leadership program that is still being used around the world in our organization. This clearly demonstrates Tricia's ability to include the global perspective and provide long term solutions."

- Alex Bedford, Consulting Practice Leader, Unisys



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To book Tricia, contact
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Work with Tricia

Tricia will tailor her keynotes and workshops to best reach your group's goals.