



September 2022

Neuroscience, Diversity and Inclusion

*"Little boxes on the hillside. Little boxes made of ticky tacky.
And they all look just the same."*

The above quote is an outtake of a song written by Malvina Reynolds in 1962. At the time, it was intended as a political satire addressing the attitudes of the middle class. However, it resonated for me in thinking about the impending drivers for today's businesses that need to keep growing and succeeding in this VUCA (Volatile, Uncertain, Complex, and Ambiguous) world. Their success will lie in their ability to leverage their differing and conflicting points of view...in not all looking "just the same".

The ways we work are in flux. Known hierarchical structures, antiquated styles of leadership and businesses that "all look just the same" will not be able to absorb and effectively manage and keep up with the volume of change - it's all about diverse and inclusive organizations.

"Inclusive leadership is a fundamental capability for 21st century leadership"
(Jacqui Grey and Christine Cox)

[Click here to read our latest blog on how we use neuroscience to drive more inclusive workplaces.](#)

Hybrid Work Quick Tip

What's Stealing Your Time?

It too easy for the lines to get blurred between your work time and personal time when working remotely.

Be brave and set boundaries for yourself. Let

others know your hours of availability.

Personal time is important to take for your mental wellness and staying engaged with your job.



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Upcoming Speaking Engagements

"Building Self-Awareness Using the Johari Window"

ACES Matter

Wednesday, September 28, 2022

"Embracing Transitions: Creating Your Wonderful Future You!"

Chester Country Chamber of Commerce

Women Influencing Business Professional Development Conference

Wednesday, Oct 5, 2022 8:30 AM

Making Connections

Complimentary Virtual Facilitated Networking Events

Connect with other business leaders and experts!

No agenda....just pure networking! Come join us!

Click below to register:

[Thursday, September 22, 2022](#)

[Friday, October 21, 2022](#)

[Thursday, November 17, 2022](#)

Learning Lab Series: "Using the Science of Hope to Drive Change"

Friday, October 7th, 12:00 NOON EST

You are invited to attend our October Learning Lab entitled "Using the Science of Hope to Facilitate Success in the VUCA World"!

Anyone who is responsible to support others to be successful in their day to day work - whether remotely or face to face, whether a manager/leader or a team colleague - you will benefit from attending our October Learning Lab.

In today's VUCA world, our success depends upon our ability to effectively address the human aspects of change. A powerful resource that assists in realizing that success is the "Science of Hope".

During this session, we will discuss the three tenets of Hope and how we can reclaim it in our organizations by using a practical framework that will be introduced during this discussion.

[Click here](#) to register and hear our special guest, Christopher Freeze, former FBI investigator, now studying at the Hope Research Center at University of Oklahoma.

Look forward to seeing you!

Provocative "Casts" and Reads

Check out our newest podcast!

"Change and Transform Your Organization"

With Aimee Montgomery, Thrive Radio
Why change efforts fail and how to get leadership aligned

Recent Blogs

"This is Your Brain on Hybrid"

"Moving Up! Successfully Transitioning from Individual Contributor to Manager"

"The Great Resignation: Three Sure Fire Tactics to Stop the Bleeding"

Success Stories

"We needed a powerful session to help our global HR team get physically and emotionally reconnected after a two-year pandemic hiatus. Tricia's change style workshop was the perfect solution. Tricia's personal style is extremely approachable which is vital when helping leaders look at the things that can get in their way of building trust filled relationships with their direct reports. As a result of the very positive experience with the HR team, we're engaging Tricia for one of our internal client groups.

If you are serious about building the capacity of your leadership teams to effectively lead change, don't hesitate to ask for Tricia's help. You won't be disappointed."

Chris Cimitile
Talent Management, Arkema

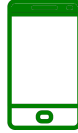


Are You Ready to Release Real Change?

Whether you are looking to implement a large scale change, build leadership skills, strengthen team relationships or become a great change leader, Transformation Strategies is here to help!



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