

# ESX

ELECTRONIC SECURITY EXPO  
**SECURITY CONNECTED.**

## Leading Change that Works

EXECUTIVE LEADERSHIP WORKSHOP

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# ESXWEB.COM/FEEDBACK

How was this session?

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- 1**  
Answer 5 Questions About This Session
- 2**  
Gain access to the PPT Slides
- 3**  
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3 GIFT CARDS (\$100 EACH) AVAILABLE FOR SURVEY RESPONDENT RAFFLES.

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LEADING CHANGE THAT WORKS | EXECUTIVE LEADERSHIP WORKSHOP | ESX 2022

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ELECTRONIC SECURITY EXPO

## COURSE OBJECTIVES

- Understand how contributing to or leading change is different than leading an ongoing project
- Learn the habits and behaviors of successful change leaders and the practices that will increase your success
- Identify how you can adapt your approach to think like a change leader
- Understand how the situation will impact your plan
- Understand the importance of connecting others to your change

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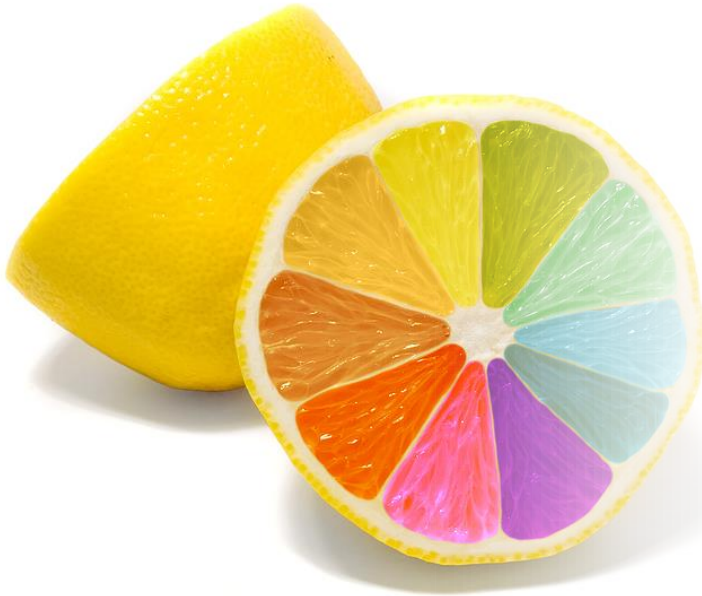
ELECTRONIC SECURITY EXPO

## MEET THE SPEAKER



**Patti  
Johnson**

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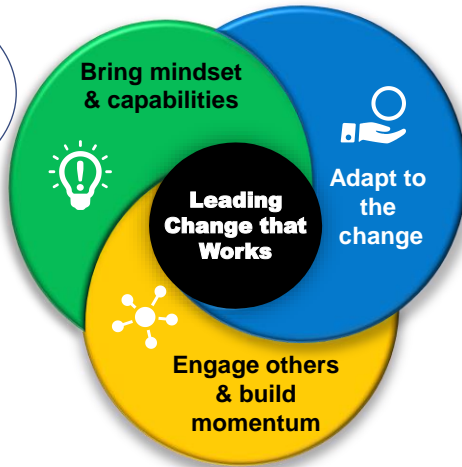
What change is on your mind today?

7

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## Elements of a Successful Change

**You as a Change Leader**  
Am I ready?



Size up the Change

What does the situation require?

**Engage Others**

Who else will join me in this change?

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## When I'm facing a big change...

1

I always want to

\_\_\_\_\_.

2

I'm at my best when

\_\_\_\_\_.

3

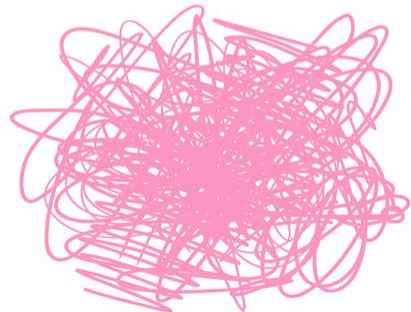
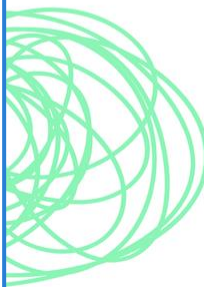
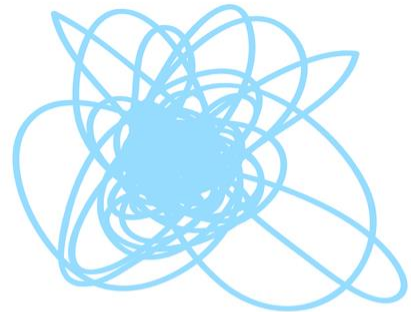
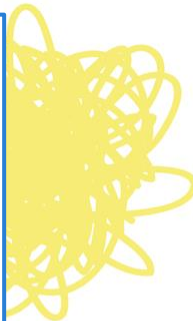
It's hardest for me  
when

\_\_\_\_\_.

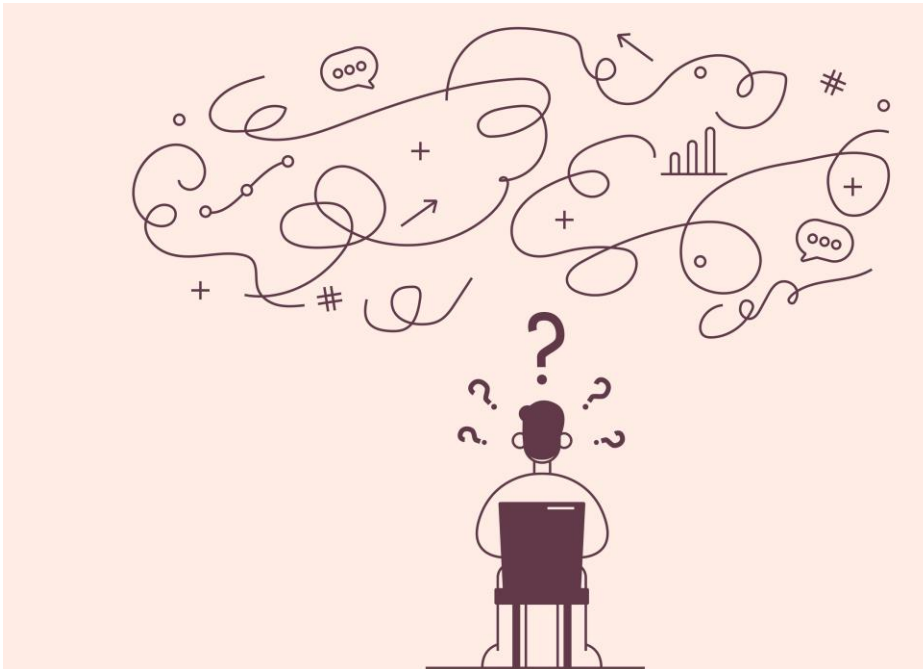
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### Change & Ambiguity is our normal now:

- Ambiguity means there is uncertainty.
- Leaders must learn to manage their responses in ambiguity.
- While leaders can't give clarity about everything, not giving any clarity is not an option.
- Leaders and their teams learn to focus on what is IN their control and influence, not what they can't control.



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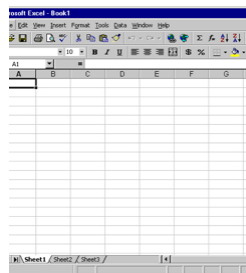


- Sense of uncertainty about the future generates a threat or alert response.
- Something is “wrong” – your ability to focus on other issues diminishes.
- Certainty feels rewarding – even if it may not be in our best interest.

**Think of your brain as a giant prediction machine.**

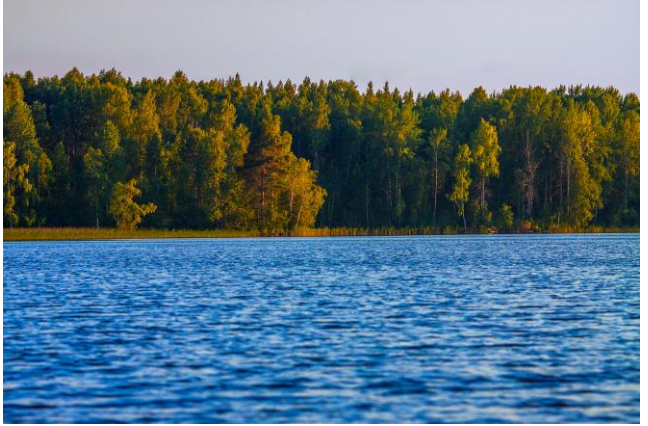
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**We value the joy of creating certainty and order.**



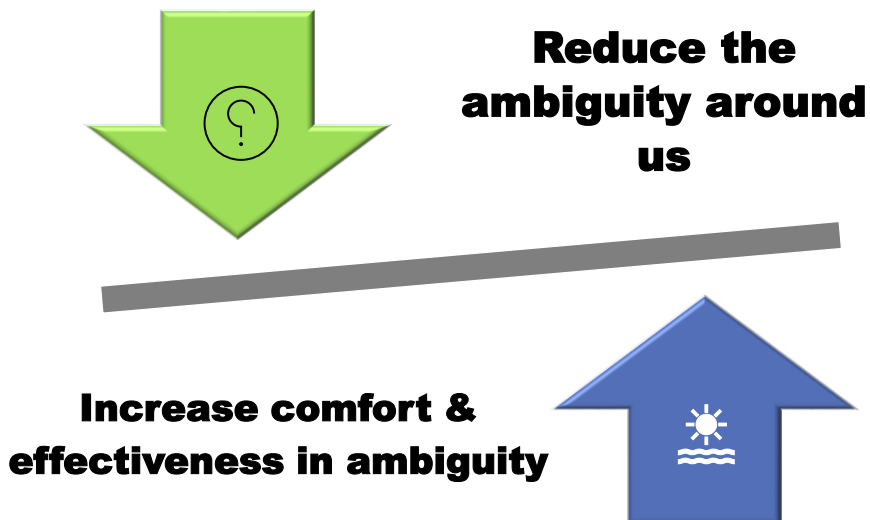
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**What happens when we bring our favorite habits & behaviors to a new situation, we've not yet experienced?**



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**Ambiguity: We have two Levers**



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# Your Change Leader Examples



## REPEAT LIST



We learn from our experiences. Picture others who you've seen leading a change.

What actions or behaviors would you **repeat**?  
What would you **delete**?

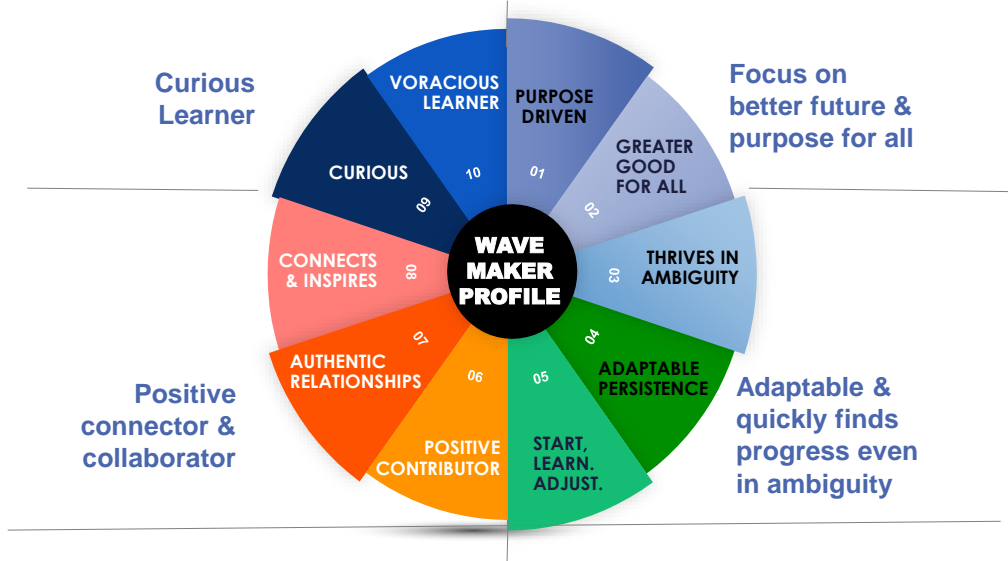


## DELETE LIST



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## 10 PRACTICES OF GREAT CHANGE LEADERS\*



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\*Copyright, 2019; Based on research from Make Waves, written by Patti Johnson

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**#1. Think you need to have all the answers.**

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**#2. Need the perfect plan before you start.**



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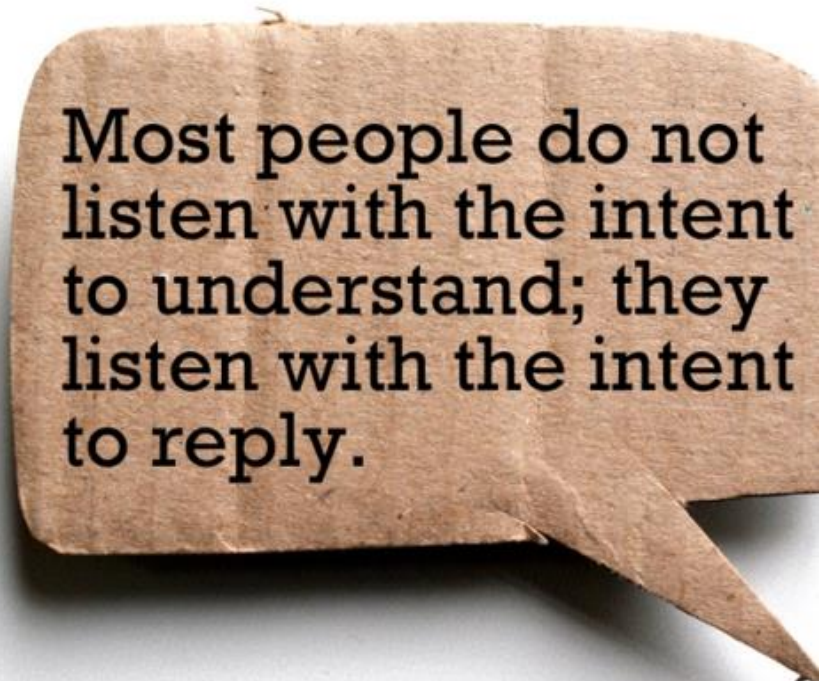
**#3. Total self-reliance**



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## #4. Talking more than listening.

BREAKOUTS



Words: Stephen R. Covey / Image: Marc Wathieu

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## Listening Exercise:

### How did you choose your career?

1. Match up with an interview partner.  
(ideally, someone you don't already know well)
2. One person asks the questions & listens; the other person answers the questions.
3. Rules:
  - Ask 4 follow up open-ended questions.
  - You can't interrupt.
  - You can't 'take back' the conversation.
  - Listen fully to learn.
4. Switch roles if time permits.

BREAKOUTS

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# Elements of a Successful Change

## You as a Change Leader

Am I ready?

## Engage Others

Who else will join me in this change?



## Size up the Change

What does the situation require?

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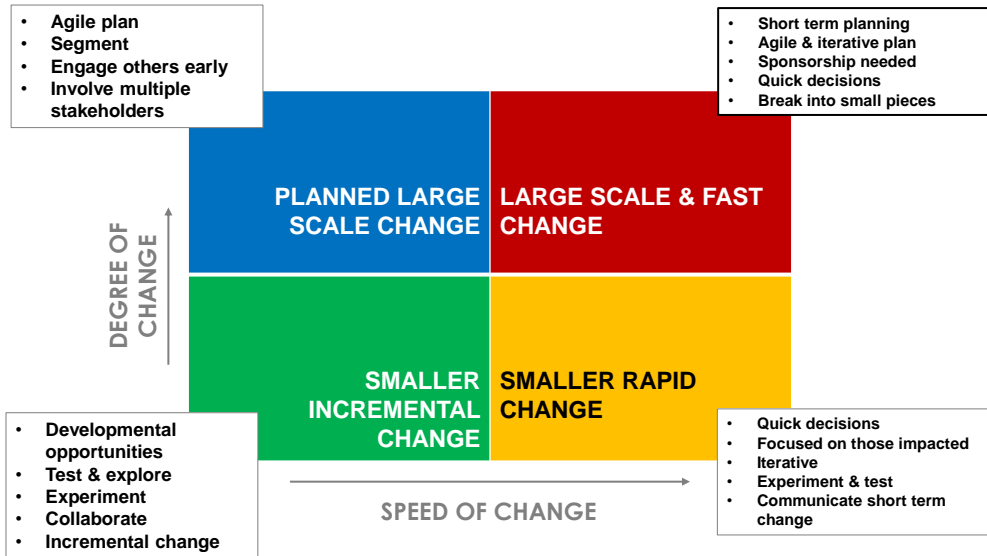
## Size up the change.



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24

## Change Diagnostic: What is required?



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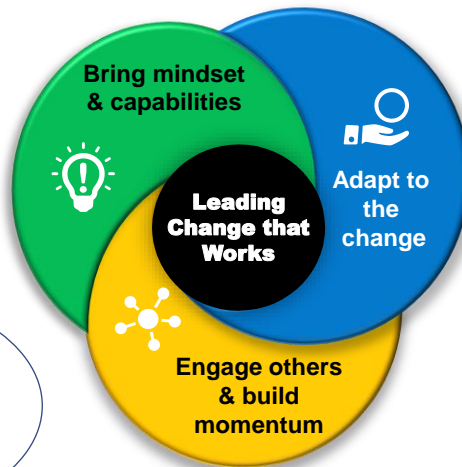
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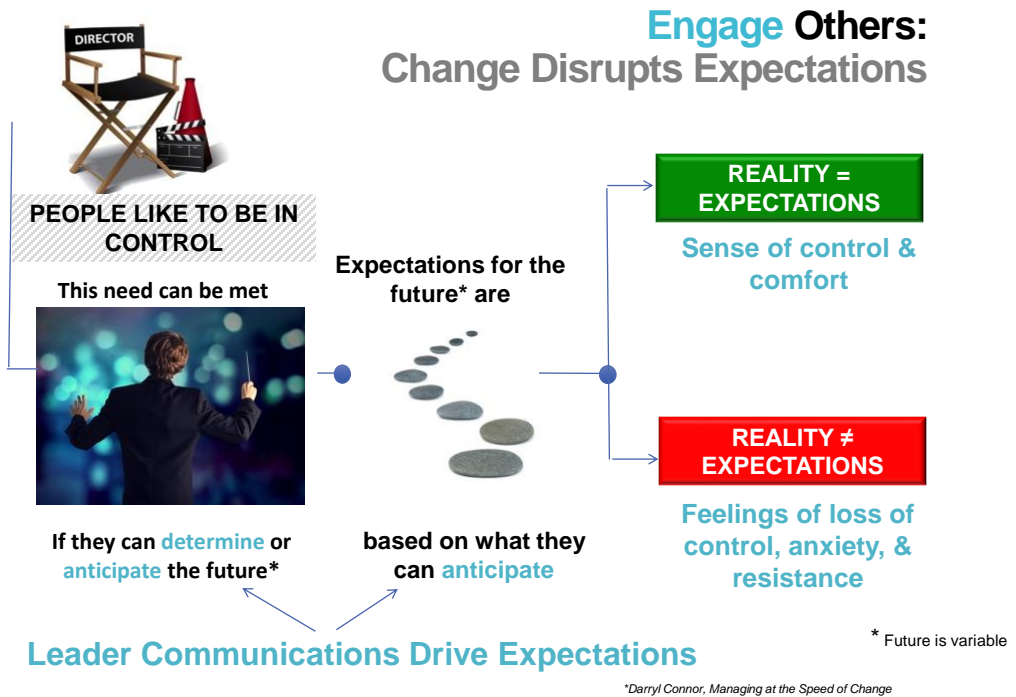


### Size up the Change

What does the situation require?

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## My Game Plan to Be a Great Change Leader



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A blue banner with a large, semi-transparent 'ESX' logo in the background. On the left, there is a vertical yellow and blue striped bar with the text 'ELECTRONIC SECURITY EXPO' written vertically. Below the logo, the text 'RATE THIS SESSION' is written in white, and 'ESXWEB.COM/FEEDBACK' is written in dark blue. At the bottom, there are five yellow stars of varying sizes, and a yellow arc graphic on the right side.

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An aerial view of a city skyline at sunset. The sky is a mix of orange, pink, and purple. The city lights are visible, and several tall buildings are prominent. The text 'OPENING CELEBRATION' is overlaid in large white letters. Below it, the text 'TONIGHT | 6:00-7:30PM' and 'WATER GARDENS FORT WORTH CONVENTION CENTER' is written in yellow.

**OPENING  
CELEBRATION**

**TONIGHT | 6:00-7:30PM**  
**WATER GARDENS FORT WORTH CONVENTION CENTER**

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