

# Don't let your transformation efforts **flop**

**Leaders can't leave it up to their teams to transform while they are busy doing more important things.** *Without leader activation, transformation is far more difficult than it needs to be. With leader activation, transformation accelerates like a Formula 1 race car.*

## CHANGE ENABLEMENT:

*Managing communication, connection, training, resource development, and support for people going through transformation or change.*

## LEADER ACTIVATION:

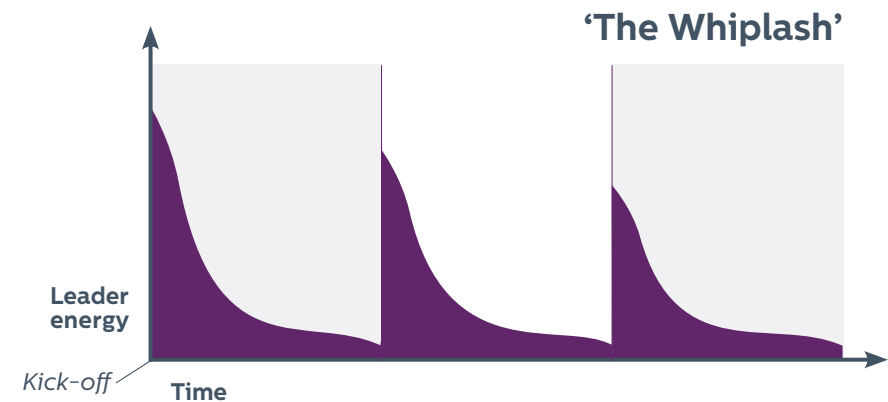
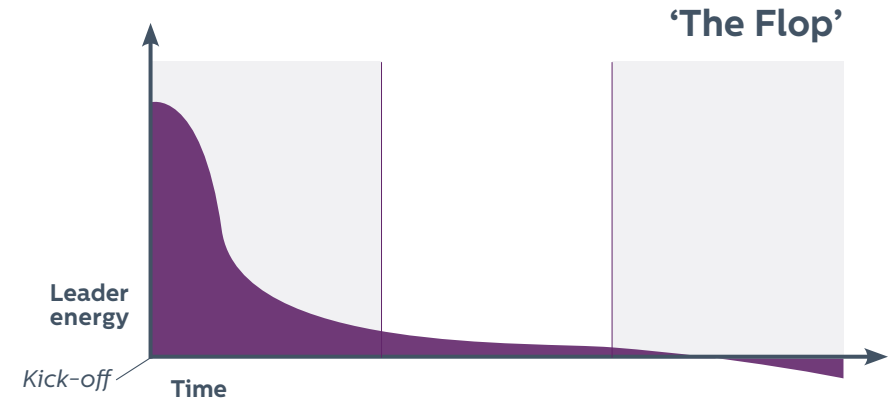
*Maintaining visible energy for transformation and change through new leadership decision making, behaviors, and commitments.*

**Leaders have a vital role to play in change and transformation.** Too often, they are reduced to simply being conduits for messages drafted by others on their behalf. That's insufficient to support sustained commitment to new ways of working.

**Leader activation** is all about energy, commitment, and courage from leaders to visibly demonstrate how they too are changing. It requires courageous authenticity as well as an investment of time and energy from leaders who might feel like they have more important things to do.

Because leaders have positional authority, they must take ownership and responsibility for their role in change and transformation. If you are a leader, take this to heart! Ask the question, "How can I stay actively engaged and visibly in support of this work?"

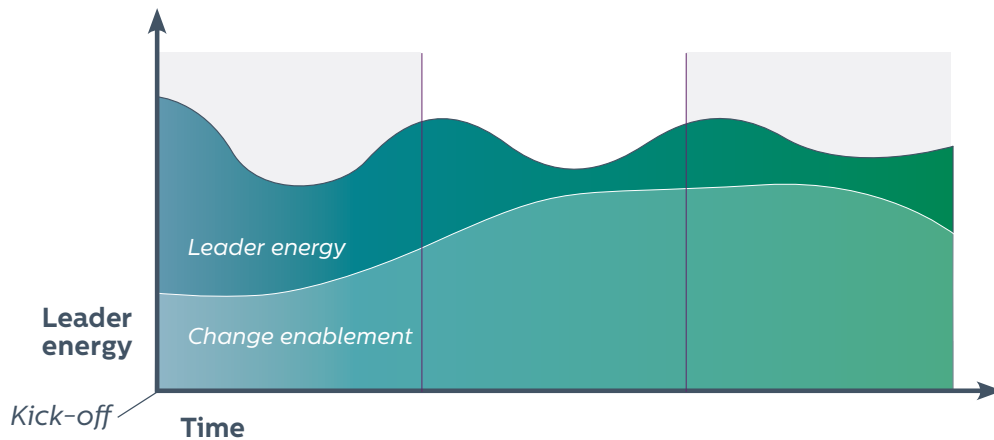
## Typical transformations



# 'The Successful Simmer'

Leading the ideal transformation by maintaining a 'successful simmer' of leader activation means:

- › Leaders set the tone and remain visibly engaged
- › Leader energy ebbs and flows instead of spiking and cratering
- › Leaders become fluent in the language of the future



The *Energize Your Transformation* webinar is hosted by:

**JULIE WILLIAMSON, PhD**  
Partner and Chief Growth Enabler



Julie is a growth-minded leader who believes executives set the standard for others through the example they provide. She is a strategist, technologist, and a social scientist who puts her energy toward working with leaders around the world as they tackle some of the biggest challenges in their industries and organizations. In today's increasingly complex and interconnected world, Julie knows the power of aligned leaders to deliver on strategy and create value. That's why she focuses her time and energy on helping senior leaders come together to deliver the work that matters most.

**Let's align and activate your leaders...**

**We'd love to hear from you and learn more about how you are working to transform in big and small ways.**

Say [hello@karrikinsgroup.com](mailto:hello@karrikinsgroup.com) to set up a **free 30-minute conversation.**

## LEADER ACTIVATION

- Sustaining **visible** leadership energy and focus
- Building **fluency** in new business language
- Changing the **questions** being used to evaluate
- Challenging **legacy** mindsets and beliefs
- Modeling the **way** for others
- Creating the **space for connections** to be made

## CHANGE ENABLEMENT

- Developing the **message platform**
- Building **communication plans**
- Establishing the **timeline and roadmap**
- Coordinating **across teams**
- Managing **training development and delivery**
- Tracking **progress for the transformation**

KARRIKINS® COFFEE BREAK



*Energize Your Transformation:  
The Power of Leader Activation*

DIAMOND TRIANGLE CANVAS



*More on The HOW of Leadership*

