Leading through change

Protecting your resilience and your team's resilience

with Kat Hutchings, Executive Coach

HIGH STAKES LEADERSHIP

Our agenda

Part 1   **Human psychology during change**

Part 2   **Leadership tools & strategy to navigate it**

Part 3   **Resilience – supporting ourselves and our people**

The three core emotional needs

Belonging   Significance   Certainty

Levels set
0-7 years
old

Taught by Reed-Robbins Solutions and based on work by psychologist David McClelland

The down side…

Belonging

Significance

Certainty

Levels set 0-7 years old

Isolation

Worthless

Doubt

Taught by Reed-Robbins Solutions and based on work by psychologist David McClelland

What happens to emotion when we announce change?

Belonging · Significance · Certainty

Levels set 0-7 years old

Isolation · Worthless · Doubt

Taught by Reed-Robbins Solutions and based on work by psychologist David McClelland

Thoughtfully leading through change

The Kübler-Ross Change Curve

Practical leadership tools:
- Communicating the 'why' and what's in it for them
- Identifying your influencers
- 1-1 and team communication
- Individual vs. situational motivators
- Experiments and pilots
- Creating a growth mindset
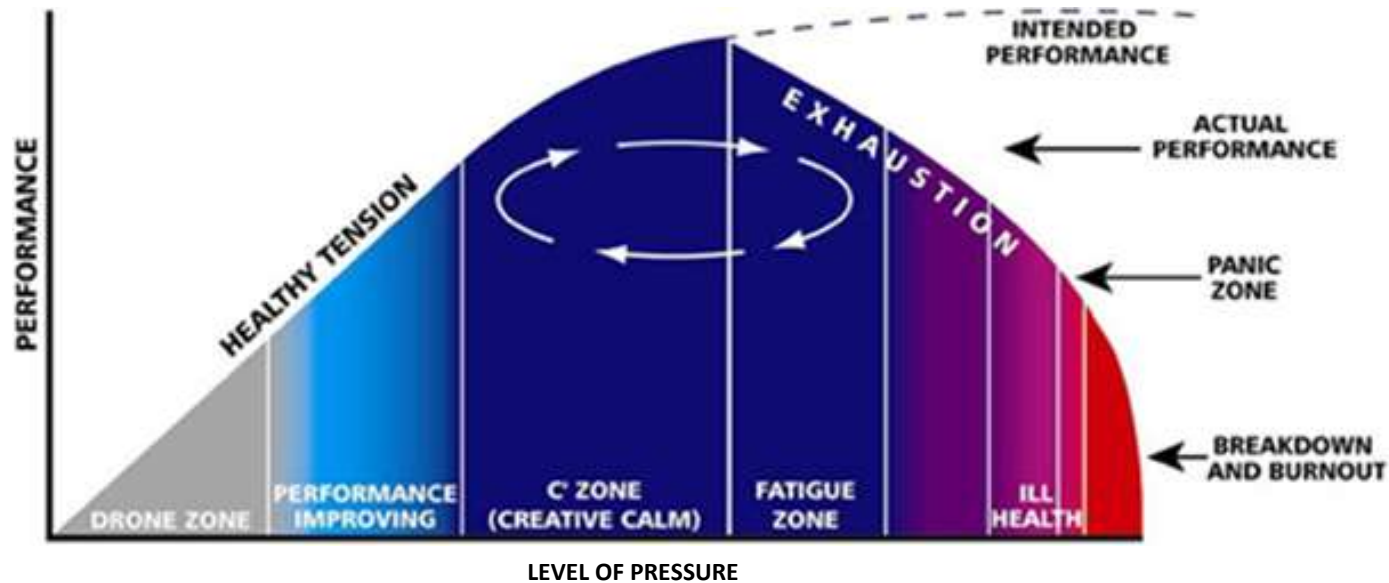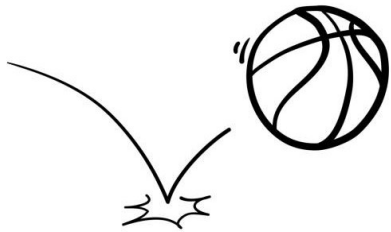- Managing your own state.

Performance vs. resilience

Diagram is an interpretation of Dr Peter Nixon's Human Function Curve

A different way to think about resilience

Definition: the capacity to withstand or to recover quickly from difficulties; toughness.
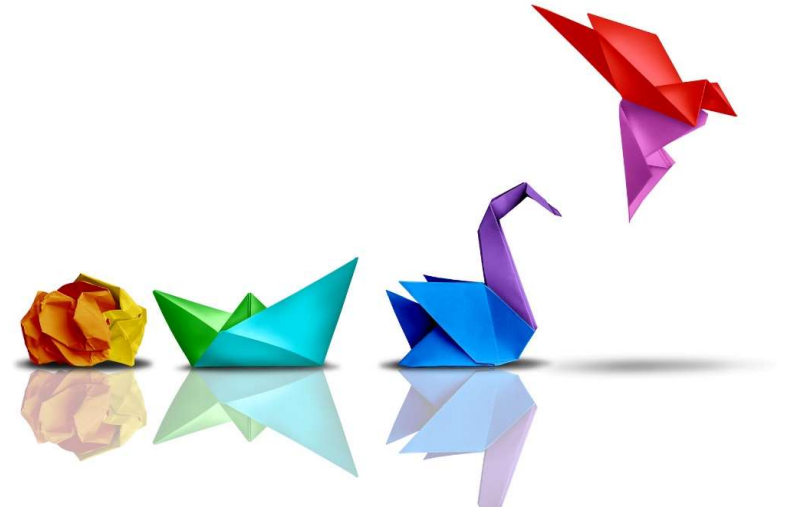
The best strategies to bolster resilience are YOUR strategies

Definition by Oxford Languages. Resilience Stories taught by Chris Johnstone

Walking away with…

➢ **The 3 core human needs and how they react in moments of change**
➢ **The Kubler-Ross curve and practical leadership tools**
➢ **A different way to think about resilience**
➢ **Personal resilience strategies**

Coaching at high stakes leadership moments

Kat Hutchings is an Executive Coach & Behaviour Change Expert working with experienced senior leaders at high stakes moments to trust themselves, think differently and create transformational change.

She uses coaching, neuroscience and emotional intelligence strategies to help individuals excel in leadership roles.

Connect with Kat via LinkedIn or
www.highstakesleadership.co.uk

E-mail: kat@highstakesleadership.co.uk
Mob: +447980 758699