



LEADING CHANGE

PROGRAM OVERVIEW

Change fails when it's unclear, unowned, or badly sequenced.

This program gives senior leaders a practical model to lead change with clarity, ownership, and confidence.

Through short inputs and live application, participants design their own change — defining the vision, mapping stakeholders, sequencing actions, and setting up communication rhythms.

The follow-up momentum sessions provide coaching, accountability, and troubleshooting as they lead the change in real time.

WHO IT'S FOR

- Senior and emerging leaders who need to lead change in their team or practice.
- Organisations that want consistent, confident change leadership across functions.
- Teams navigating transformation, growth, or new strategic direction.

LEARNING OUTCOMES

By the end of the program, participants will:

- Lead change with structure, confidence, and emotional awareness.
- Apply a simple, practical model to their own initiative.
- Build a clear and motivating vision for change.
- Identify and engage key stakeholders to build ownership.
- Create a communication rhythm that sustains engagement.
- Apply brain-friendly practices that reduce resistance and boost adoption.
- Maintain momentum through live coaching and peer accountability.

DELIVERY FORMATS & AGENDAS

1-DAY WORKSHOP

MORNING — SET THE FOUNDATION

- Why change fails: the most common pitfalls (and how to avoid them).
- The human side of change — understanding the brain, emotions, and resistance.
- Clarifying the why and vision for your change.
- Exercise: craft your own change vision and test it for clarity and impact.
- The change model: stages, sequencing, and leadership responsibilities.

AFTERNOON — SHAPE AND LAUNCH YOUR CHANGE

- A practical change model: sequencing steps and ownership.
- Stakeholder mapping: identifying allies, blockers, and influencers.
- Building buy-in and ownership through aligned communication.
- Brain-friendly practices that reduce friction and increase adoption.
- Designing your leadership rhythm: meetings, milestones, and momentum.
- Action planning: next steps for your change.

By the end of the day, participants will have a complete, ready-to-launch change plan — including vision, stakeholder strategy, communication rhythm, and immediate next steps.

DELIVERY FORMATS & AGENDAS

FOLLOW-UP

MONTHLY MOMENTUM SERIES

4 × 60-MINUTE SESSIONS

A virtual follow-up series providing accountability, reflection, and in-the-moment guidance as participants lead their change.

Session 1 — From Plan to Action

- Review early progress and roadblocks.
- Fine-tune stakeholder strategies and communication cadence.

Session 2 — Managing Resistance and Re-engaging Stakeholders

- Identify where resistance is showing up and what it's telling you.
- Apply techniques for reframing and re-engaging stakeholders.

Session 3 — Sustaining Momentum

- Habits that keep change visible and moving.
- Embed accountability and feedback loops.
- Align progress with organisational goals and metrics.

Session 4 — Embedding and Scaling

- Capture and share wins to reinforce confidence.
- Plan for sustainability, making change last and cultural integration.

WORKBOOKS & MATERIALS

- **Leading Change Workbook** — includes all models, exercises, and templates.
- **Stakeholder map and communication rhythm templates.**
- **“Brain-friendly change” quick-reference guide.**
- **Change plan action tracker and 30-day momentum map.**

- Participants bring a real or upcoming change and apply each tool step by step during the workshop — defining vision, mapping stakeholders, and creating their launch plan.
- Momentum sessions (monthly, virtual) are designed to help them stay accountable, troubleshoot barriers, and celebrate progress as their change unfolds. This ensures ideas turn into visible, sustained action.

HOW IT WORKS

FAQS

Is this change management training?

No — this program is designed for leaders driving change, not project managers tracking tasks. It focuses on vision, influence, and engagement — how to bring people with you while keeping momentum on results.

Do participants work on a real change initiative?

Yes — the program is built around applying each concept to your own live or upcoming change. You'll leave the first day with your plan in draft, not theory.

What are the Momentum Sessions?

They're 60-minute virtual follow-up sessions over the following months that provide coaching, accountability, and troubleshooting as your change unfolds.

Is it relevant for small or large changes?

Both. The frameworks apply whether you're leading a team-level shift or a firmwide transformation.

NEXT STEPS

Ready to lead change with confidence and clarity?

Help your leaders turn complex transitions into clear, successful outcomes.

EXPLORE MORE PROGRAMS

Getting Ready for Promotion

Equip high-potential leaders with behaviours, visibility, and strategy to step up.

Delivery Options to Choose From:

- 2-day immersive
- 1-day intensive
- 90-min virtual series*

Step Into Leadership (First 90 Days & Beyond)

Support newly promoted leaders to build credibility, alliances, and early wins.

Delivery Options to Choose From:

- 90-min virtual series* (1:1 or group)

From Leader to Executive Team

Transform senior groups into true executive teams with trust, alignment, and results.

Delivery Options to Choose From:

- 1-day offsite
- 90-min virtual series*

Your Leadership Style in Action

Build self-awareness and adaptability so leadership lands with clarity and impact.

Delivery Options to Choose From:

- Full-day with profiling
- Half-day without profiling
- 90-min virtual series*

Team Fuel

Reignite team purpose, priorities, and engagement for stronger collaboration and results.

Delivery Options to Choose From:

- 1-day team workshop
- 90-min series*
- Optional follow-up team surgery

Emotional Intelligence in Professional Services

Strengthen self-awareness, composure, empathy, and relationships under professional pressure.

Delivery Options to Choose From:

- 2-day immersive
- 1-day intensive
- 90-min series*

Fresh Thinking in Professional Services

Make innovation a habit through reframing, ideation, and low-risk experimentation.

Delivery Options to Choose From:

- 1-day workshop
- 90-min virtual series*

Guilt Free Growth

Help working parents design sustainable careers and home lives without guilt.

Delivery Options to Choose From:

- 1-day workshop
- 90-min series*

Communicate with Impact

Simplify complexity, connect with story, and deliver messages that inspire action.

Delivery Options to Choose From:

- 1-day workshop
- 90-min series*
- Optional pitch-prep clinics

***Available virtually, to suit all global time zones.**

All programs have option to add on group or individual coaching

A Note From Me



Sarah



**Book a call
to discuss
your needs**

Who I Work With

I partner with leaders and HR teams across professional services — from large global firms to smaller partnerships — in law, consulting, accounting, and business services.

My Background

With over 20 years in leadership development, I've worked both as a management consultant and inside professional services organisations.

I understand the realities of these environments: always-on, commercially driven, and shaped by cultures that prize logic, analysis, and precision.

What I Deliver

- Leadership development that busy professionals value.
- Practical content designed for analytical, time-poor audiences.
- High-ROI programs that strengthen leadership, engagement, and growth

How I Work

I bring proven frameworks, but I adapt them to your context and culture.

My programs are no-nonsense, commercially grounded, and designed to make an immediate, visible difference — in how leaders show up, how teams collaborate, and how organisations grow.

All programs can be delivered **in-person or virtually, across time zones** to support both global and local teams.