

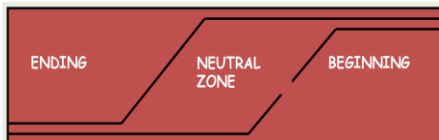
## Change Management

### Change Management Workshop(s)

The Employee Engagement Group can customize a Change Development Workshop to help your organization understand the dynamics of change, while helping your managers and employees reach new performance levels following change. By managing change, you can influence the time your organization spends in the downturn and minimize the low point of performance while the organization returns to a continuously improving environment.

Our workshop will focus on organizational alignment, how to identify your innovators and change agents, and will include various change models and tools.

#### “Predictable stages” Change Transition



### Manage Conflict and Improve Relationships

As certified instructors of the **SDI® (Strength Deployment Inventory®)**, we utilize this proven, memorable tool for improving team effectiveness and reducing the costs of conflict. It is the flagship assessment of a suite of tools based on Relationship Awareness — a learning model for effectively and accurately understanding the motive behind behavior. When people recognize the unique motivation of themselves and others, they greatly enhance their ability to communicate more effectively AND handle conflict more productively.

*“Undoubtedly, Bob Kelleher is one of the most passionate, charismatic, and influential change agents you will ever find, anywhere. He doesn’t theorize – he delivers. He has an impressive track record of successes and accomplishments that clearly document real-world applications and benefits to employers, employees, and customers, alike. It’s a win-win-win.”*

**Jack Ward**  
Director of Human Resources  
Metcalf and Eddy, Wakefield, MA