



Huw Thomas

HOW-TO-CHANGE-ANYTHING

CHANGE LEADER PROGRAM

Help your managers own and influence change to turn your organisation into a future-focused, adaptive powerhouse.



HOW-TO-CHANGE-ANYTHING

CHANGE LEADER PROGRAM

Change anything - without the friction, fatigue and failures.

Why you managers need this growth experience

Change is all anyone talks about, yet how do it remains a mystery to most. In fact, most organisations waste millions of dollars each year on change programs that fail to deliver worthwhile benefits.

That's because implementing change at any scale is incredibly difficult and fraught with risk. Yet, most organisations over-rely on siloed project teams or managers who lack the skills to engage people in change. The damaging productivity and cultural toll these issue have on your people is incalculable.

The good news is, with the right expertise, you can unlock the most potent force for change in your organisation: an army of committed, capable change leaders throughout your management ranks.

The *'How to Change Anything' Change Leadership Workshop* turns managers into adept change leaders. This highly engaging, interactive program teaches Huw's unique, research-backed behaviour-change model, principles and techniques that can be applied to any individual, team or organisational change goal. Your next change program will be more likely to yield workforce support and lasting benefits in half the time.

The program will help your managers:

1. Confidently engage their people to activate commitment to change and growth
2. Understand their critical role in aligning themselves and their people to new strategic directions
3. Shift their mindset from *'activities and implementation'* to *'readiness, adoption and value creation'* when leading their people through change
4. Apply practical tools and proven research-backed principles to start influencing change right away
5. Shift their mindset from *'change victim'*, to *'change owner'* and break the costly cycle of avoiding accountability for change.





MEASURABLE VALUE OF THE HOW-TO-CHANGE-ANYTHING CHANGE LEADER PROGRAM

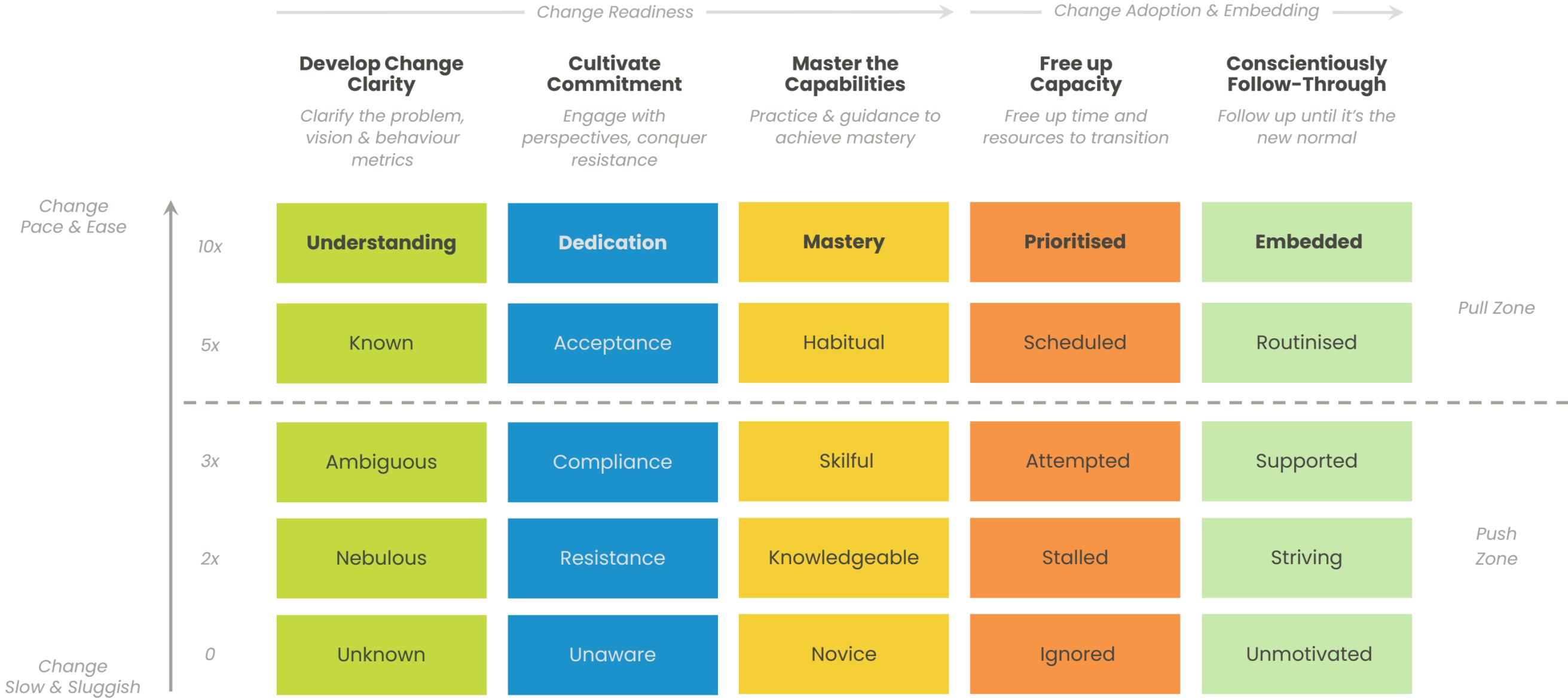
1. Greater ownership of change among mid-senior managers
2. Reduced burden on executives and project teams for enabling change
3. Increased ability of mid-senior managers to influence buy-in and commitment from employees
4. Cultivation of an adaptive, resilient, engaged employee culture
5. Increased returns on change program investments (potentially in the millions of dollars over time).



HOW-TO-CHANGE-ANYTHING (HTCA) ©

THE CHANGE LEADER'S ROLE TO 'INFLUENCE UP'

Most change frameworks focus on leader competencies or cookie-cutter project methodologies.
 But change isn't about the leader or the project. It's about the people impacted by the change.
 The How-to-Change-Anything (HTCA) model identifies what humans need, to overcome resistance and successfully change.
 From this, leaders can more easily identify the jobs to be done, to help their people change.



YOUR INVESTMENT

HTCA CHANGE LEADER WORKSHOP

The HTCA Change Leader Workshop can be delivered as 1x full day workshop or 2x half-day workshops with higher fees for the latter accounting for scheduling complexity and additional training days. An optional second day is available for leadership teams or project teams as a hands-on session where Huw will help the team develop a viable change strategy, using the HTCA model (includes Huw documenting the concise change strategy output following the session). Fees are charged on a per program basis, within program (class) size limits.

OPTION	Scope Inclusions	Target Audience Size	Fee Per Program (Exc. GST)
A	HTCA Change Leader Workshop - 1x full-day sessions (virtual or in-person delivery) <ul style="list-style-type: none"> Includes participant pre-work and communication Includes PDF participant handbook including all models, tools and templates Includes 1-2 preparatory meetings to align on context and minor customisation 	16	\$14,000
B	HTCA Change Leader Workshop - 2x three-hour sessions (virtual or in-person delivery) <ul style="list-style-type: none"> Includes participant pre-work and communication Includes PDF participant handbook including all models, tools and templates Includes 1-2 preparatory meetings to align on context and minor customisation 	16	\$17,000
C	Change Strategy Workshop - one additional add-on day (virtual or in-person delivery) <ul style="list-style-type: none"> Once managers learn the model on day one, this additional day can be leveraged for in-tact leadership teams, to define, strategize and plan any change or transformation program. Invaluable for newly formed teams, transformation project teams or executive teams. 	16	\$14,000

TERMS & CONDITIONS:

- All currency figures are in Australian Dollars and exclude Goods & Services Tax (GST). An additional 10% GST is payable.
- Extensive content customisation or preparation/stakeholder meetings are allowable but may incur additional fees.
- Fees shown require payment one month in advance of session delivery to secure Huw's time.
- Fees do not include room hire costs or coordination for in-person workshops (client is expected to manage venue/room bookings if delivered in-person)
- Travel expenses are to be reimbursed for sessions delivered outside the Greater Sydney, Australia area (if delivered in-person)
- In the rare event Huw becomes unavailable to deliver any scope or sessions, a full refund will be offered, or rescheduling to a mutually agreed date
- Exact session timings are flexible to your needs and somewhat dependent on Huw's actual availability at the time of proposal acceptance. Timings may be agreed before proposal acceptance.



WHY CHOOSE HUW?

Huw's experience intersects change, strategy and leadership development.
This blend is the key to unlocking all key factors in driving transformational success at any leadership level.

01.

REAL LEADERSHIP EXPERIENCE

Huw has led over 200 transformation, strategy & leadership programs at over 150 organisations. He also led the 5x revenue scaling of a start-up consulting business in five years, launched another consultancy and is a practicing non-executive director and chairman. Huw's real leadership experience shines through his programs.

02.

A PROVEN INDUSTRY THOUGHT LEADER

Huw is a thought leader in change and transformational leadership. He has written columns for CEO Magazine, HR Leader, Business Insider, published numerous whitepapers, appeared on podcasts, regularly speaks at conferences and writes weekly blogs for thousands of LinkedIn and email subscribers. He has lectured MBA students at UTS and has been a contributor to UTS Business School's HRM Industry Advisory Panel.

03.

PERSONALISED, PRACTICAL APPROACH

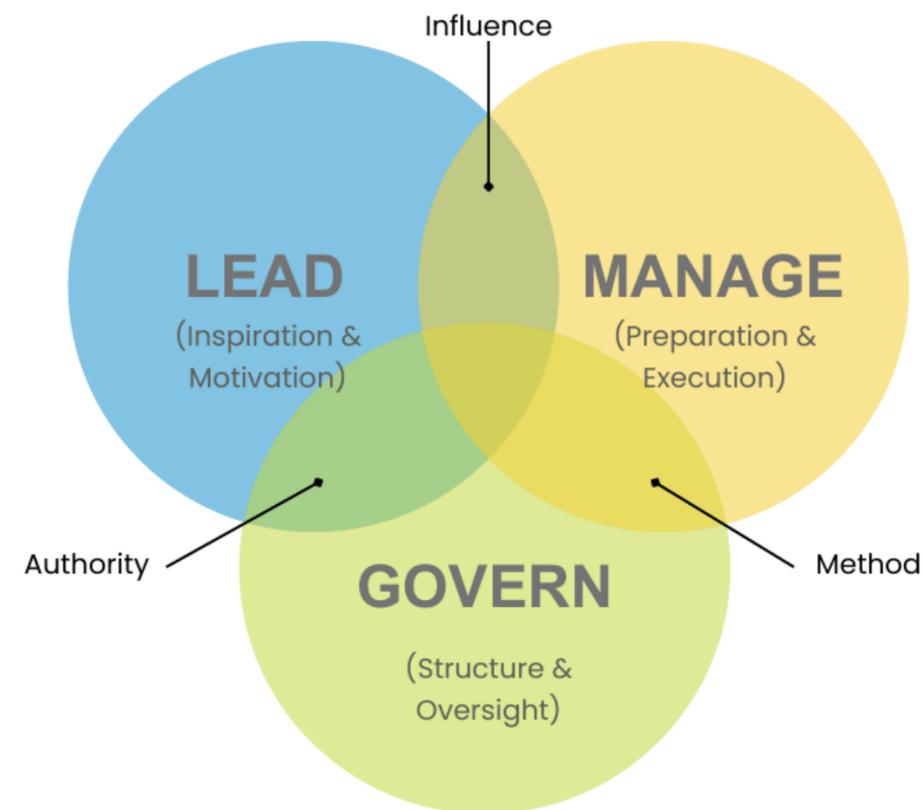
Unlike many consultants, Huw has a strong interpersonal focus in client relationships. He positions himself as your trusted advisor, ensuring your input and knowledge of your business context is factored into all solutions. Nothing will be 'done to you'. We will merge our expertise, build your leadership capability and create your improved future, together.

APPENDIX
EXPERIENCE &
DISTINCTIVE
THOUGHT LEADERSHIP



STRATEGIC AND COMMERCIALY SMART ORGANISATIONAL CHANGE

Huw's recent whitepaper was written to help senior leaders understand the common problems hindering change and the commercial value of investing in effective change leadership, management and governance.



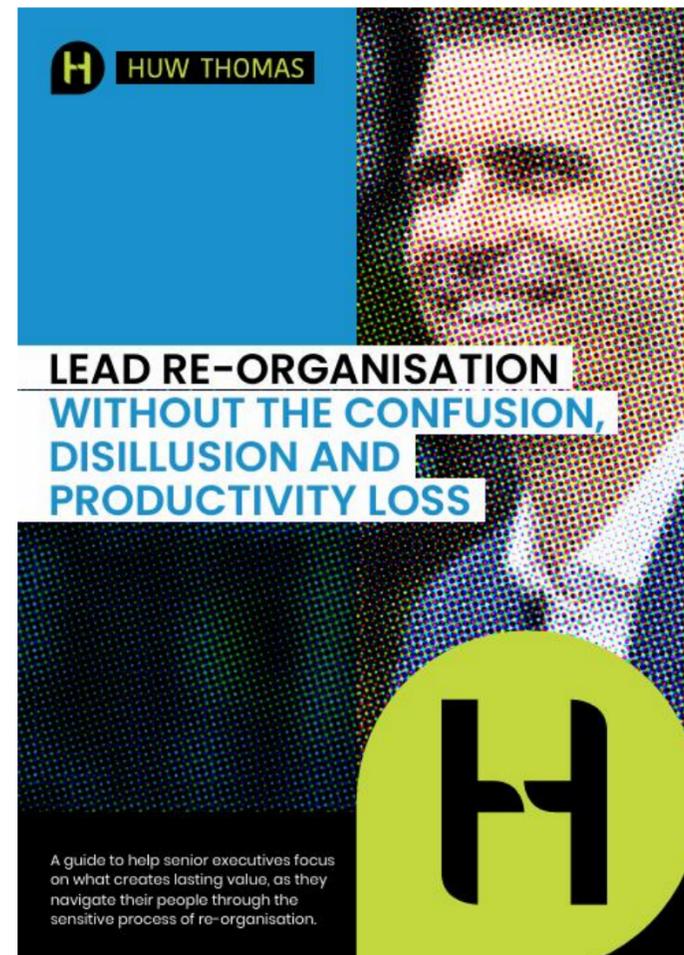
From the whitepaper: Five common reasons organisational change programs fail:

1. Lack of current-to-future-state clarity
2. Insufficient commitment and engagement with employees
3. Lack of transformational change leadership capability
4. Unrealistic volume and sequencing of changes
5. Absent of misapplied change management resources, frameworks, methodology or delivery standards



LEAD RE-ORGANISATION WITHOUT THE CONFUSION, DISILLUSION & PRODUCTIVITY LOSS

This whitepaper sheds light on the challenge and priorities for leaders to consider during re-organisation. Huw can weave these specialist insights into the program where applicable.



Fall Short

80%

80% of re-organisations fail to deliver the hoped-for value in the time planned.

Set Detailed Goals

15%

The portion of executives who set detailed business objectives for their re-org.

Cause Real Damage

10%

The portion that cause lasting damage.

Just for 'Shake up'

17%

The portion of re-org execute for the sole purpose of a new executive's entrance.

10 tips from Huw's whitepaper:

1. Learn from history
2. Sustain your vision
3. Explain the story
4. Track people metrics
5. Strive for employee support
6. Create certainty
7. Humanize it
8. Manager dialogue
9. Workforce-wide updates
10. Collective executive accountability

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SOME ORGANISATIONS HUW HAS WORKED WITH



WHAT OTHERS SAY ABOUT HUW



"Huw's work with our Board, executive team and managers has helped us reimagine leading and governing change"

Mark Orr
Chief Executive Officer



"I have had the pleasure to work with Huw whose leadership coaching and facilitation greatly assisted our executive team to stay focused on performing at our best."

Jo Vaughan
Chief People & Culture Officer



"Huw is a world class coach and mentor. He is tactful and is a natural facilitator. It's never about him, he focuses absolutely on his clients' needs and what the end goal is."

Kristine Condell
Chief People & Culture Officer



Huw was organised, insightful, professional, outcomes focussed and effective.

Stephen Vale
Chief Executive Officer



Huw is one smart man, but most importantly led with empathy, a realistic view of the world and collaboratively. Huw mentored me through a large scale change management process and provided valuable insights, food for thought, resources, ideas and reassurance."

Matt Hooley
Head of Practice & Impact



"Huw led a valuable session for our people leaders to assist them in navigating change with confidence and clarity. His expertise and engaging style make complex concepts accessible and actionable, which equates to real results."

Danielle Mair
Chief Member & Advice Officer



"Huw is a positive, personable, and clever person. Huw is easy and fun to work with, and he truly wants to understand your needs and the needs of your workplace. I would happily work with Huw again in the future and recommend him to other organisations."

Robert Wojtaszek
Head of Strategy &
Organisation Development



"Huw has been a real asset to our senior leadership team. He has a wonderful ability to understand and respect the past whilst pushing forward and outlining opportunities for the future. "

Lynne Gallucci
Chief Operating Officer

Huw is happy to put you in touch with past clients.



WHAT OTHERS SAY ABOUT HUW



"Huw confidently challenges and supports senior leaders, ensuring they take ownership, while bringing out their best."

Graham Millett
Chief Executive Officer



"We benefitted immensely from the program Huw designed and helped us launch with regard to our new organisational culture."

Niroshika Williams
HR Director



"We worked with Huw Thomas on an extensive change management program, supporting the complete restructure of a 1600 FTE public service agency. Huw has been an essential partner in this project and proved to be an excellent fit for us."

Robert Quirk
Executive Director



"I can honestly say that my time with Huw was a real turning point in my career and drove me to not only become a better leader but to deliver better and stronger outcomes within my role and those I was leading."

Gareth Sheriff
General Manager



"Huw is an exceptionally talented individual who possesses an extraordinary ability to build relationships. Huw is a visionary, big-picture thinker who is also able to dive comfortably into detail."

Caroline Jack
Change Director



"Thanks again and well done on delivering such an impactful and engaging session. It clearly resonated."

Michael Rolik
Director



"Very grateful for Huw. His client-focused approach, combined with composure, clarity, and confidence, has helped me elevate my executive leadership skills."

Kim McConnie
Chief Marketing Officer



"Huw, your unwavering support, expertise and collaboration have been instrumental in driving positive change within our organisation and beyond."

Rita D'Arcy
Chief People & Culture Officer





HUW THOMAS

THANK YOU

Next step: let's confirm a proposal that meets your requirements and make this happen!



huwthomas.com.au

Want to learn more?
Scan the QR-Code or visit
Huw's website to find his
weekly blog, podcasts,
monthly newsletters and
additional resources.

enquiry@huwthomas.com.au

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