



HOW-TO-CHANGE-ANYTHING

CHANGE LEADER PROGRAM

Turn experienced managers into
adept change leaders.



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Unlock the secret weapon for transformational success and greater returns on change investments: committed, capable change leaders in your management ranks.

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' workshop turns managers and executives into transformational change leaders. This highly engaging, interactive program teaches Huw's unique, research-backed behaviour-change model that can be applied to any individual, team or organisational change or performance goal. You organisation will get an immediate change and leadership boost.

This program will help your experienced 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.

Contact [Huw](https://www.huwthomas.com.au) to register your interest and get a briefing on the How to Change Anything program



HUW THOMAS

www.huwthomas.com.au

HTCA CHANGE LEADER WORKSHOP AGENDA

The HTCA Change Leader Workshop is proven to deliver rapid organisational, and behaviour change insights, understanding and leadership uplift. This content involves a workshop delivered virtually as 1x full day, 2x three-hour sessions or 3x two-hour sessions with a series of pre-work exploration and post-workshop reinforcement activities that follow.



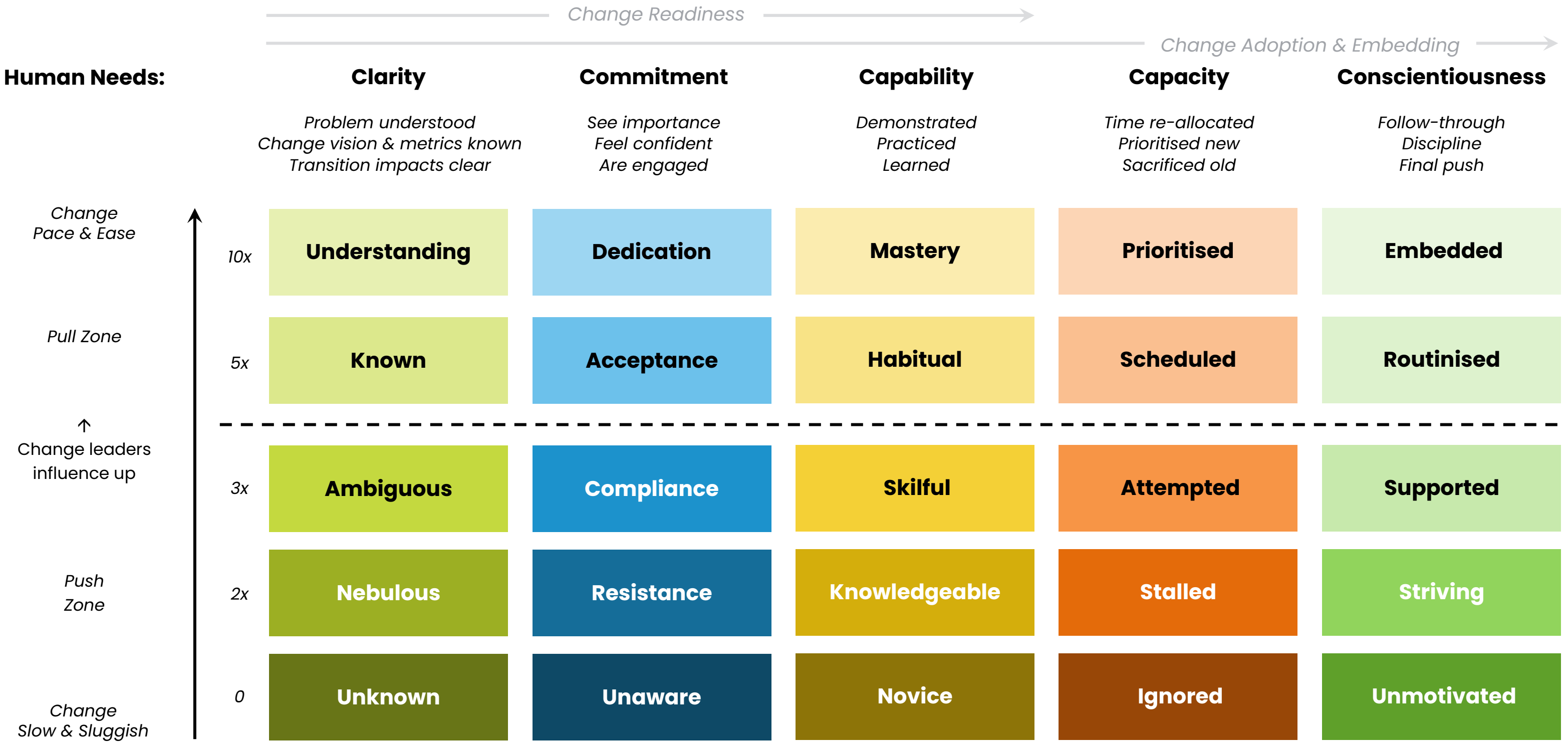
Topic	Content
People & business risks in change	What to expect: the psychological, political & rational reasons people resist change & the business risks & impacts of not addressing them.
Change & leadership needs across phases	Examine the common phases of change from readiness, transition and embedding, & the employee experience & leadership priorities in each.
Change clarity and driving commitment	Unveil the value and methods for inspiring commitment through clarity of problem, long-term vision, dialogue & engagement; apply coaching techniques to address resistance, confusion and how to control the narrative and 'change frame'.
Transformational leadership self-assessment & actions	Explore & self-assess against the traits of a transformational leader (including global thinking, future-orientation, innovation, change & people-centredness); identify leader development and practice needs.
Prioritisation & capacity for change	Understand prioritisation & necessary sacrifices; importance of impact forecasting & freeing up time for teams to spend understanding & adopting changes.
Following through for rapid transition & embedding	How to reduce friction, speed up transition and embed change by being people-centred and nurturing change leadership at all levels.
All sessions include:	Concepts, pre-work actions, group coaching, peer-to-peer discussion groups, Q&A & application of concepts to leaders' projects. A workbook covering the whole program is provided, including tools for on-the-job application.



ANCHOR MODEL: HOW-TO-CHANGE-ANYTHING (HTCA) ©

THE CHANGE LEADER'S ROLE TO 'INFLUENCE UP'

Unlike some change frameworks that focus on leader competencies or cookie-cutter project methodologies, Huw's HTCA model centres around the needs of those impacted by change. The HTCA Workshop challenges leaders' perceptions of their role in change. It also develops their ability to elevate their people or stakeholders up the ladder, where greater speed and ease of implementation, readiness & adoption is unlocked.



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 150 strategy, leadership development, & transformation programs at over 100 organisations including Accenture, Westpac, Telstra, BHP Billiton, NBN Co., Merck and Cerebral Palsy Alliance. 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 organisational 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.

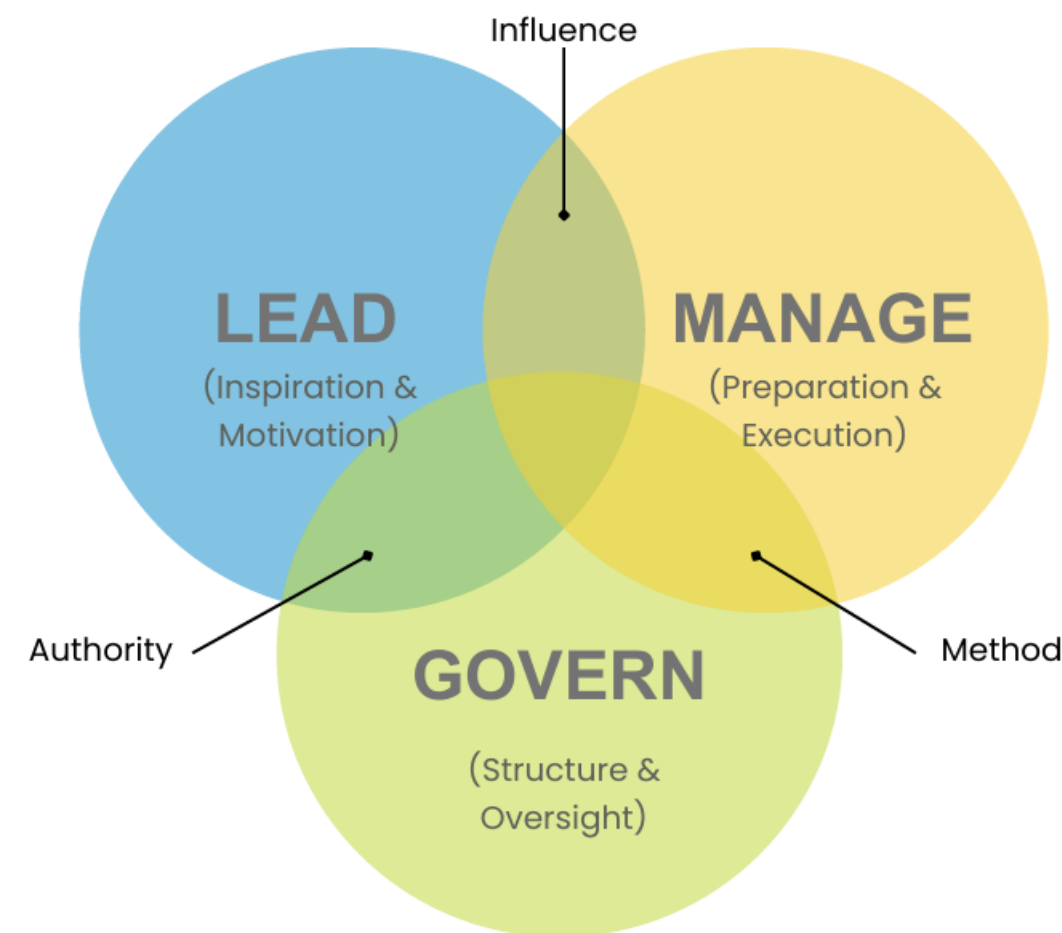
PERSONALISED, PRACTICAL APPROACH

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 COMMERCIAL 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.



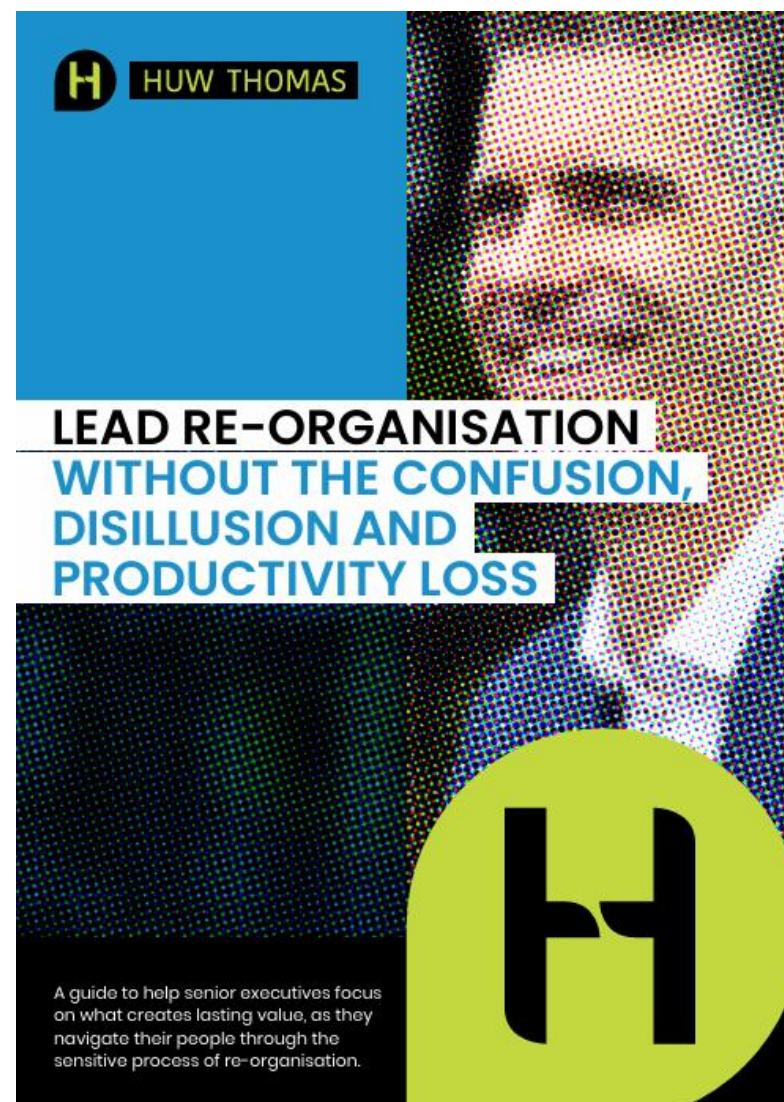
From the whitepaper: Five common reasons organisational change programs fail:

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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huwthomas.com.au



ORGANISATIONS HUW HAS WORKED WITH



WHAT OTHER CLIENTS SAY ABOUT HUW

"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, UniSuper

"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 and Culture Officer, WSA Co

"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, InvoCare

"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 Hooey

Head of Practice and Impact, Barnardos Australia

"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, Westpac

"Huw's advice and support in organisational change has really help refocus and energise our approach to change management across the organisation. His work with our Board, executive team and managers has helped us reimagine leading and governing change and given us the tools to do so effectively. "

Mark Orr

Chief Executive Officer, Flourish Australia

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



WHAT OTHER CLIENTS SAY ABOUT HUW

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

Graham Millett

Chief Executive Officer, Western Sydney Airport

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

Niroshika Williams

HR Director, Seiko

"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, Super Retail Group

"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, Moran Aged Care

"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, Tourism & Events Queensland

"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, NSW National Parks & Wildlife Service

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





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.

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