

The Power to Manage Personal Change



Managing Personal Change doesn't
have to be difficult.
You just have to learn how.

Dr. Grant Van Ulbrich
Founder & Chief Researcher
www.scaresowhat.com

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WHAT IS IT? >

Ever wondered why organizational change has such a high failure rate? We know the answer from extensive academic and practical global research. The reason why, is the lack of inclusion of individuals and the absence of a true personal change model designed to support individual critical reflection on personal change.

We've not been taught how to manage personal change for ourselves. Today, we are filled with stress, anxiety, and worry, when change occurs. The go to response is assumption and doubt.

SCARED SO WHAT changes that.

Introducing the world's 1st bespoke model for learning how to manage personal change. Regardless if the change is small or large, positive or negative, this model focuses on your feelings about the change and then assists in creating the actions necessary to support the change outcome in the way they seek.

SCARED SO WHAT supports individual change management when used by itself. It enhances organizational change opportunity when used first. Once individuals are onboard, an organizational change model can be used to process the organizational change structure through. Now you're managing total change transformation, inclusive of the individual and the organization itself.

The same goes for customer service. Telling customers "I'm sorry, there's nothing I can do." is simply not true. Learning how a customer is experiencing personal change allows the representative to help guide them through the change and make service failures become service successes when we demonstrate empathy, sincerity, solutions, and care.

SCARED SO WHAT model and the book **Transforming Sales Management**, has been endorsed by global leaders at:

CHANGE
MANAGEMENT
REVIEW™

conneradvisory

SEF

SAP

THE INTERNATIONAL
Journal of Sales
Transformation

amazon

The
Oxford
Review

Institute of Sales
Professionals
SETTING PROFESSIONAL STANDARDS IN SALES

ATM
TEXAS A&M
UNIVERSITY

Middlesex
University
London

THE CONCEPT | SCARED SO WHAT™

Who we are?

Our purpose is to empower people to learn how to manage personal change for themselves... and others.

Offering a unique approach towards change management, we focus on the individual first, within and outside of the organization to allow them to improve overall mental wellness, overcome anxiety, stress, and relieve unnecessary worry through the ability to manage personal change.

We are Pracademics working through professional practice and academia.



Claudio Martinez

Sales, Marketing,
Operations



Dr. Grant Van Ulbrich

Founder & Chief
Researcher

The logo for the Institute of Training & Occupational Learning (ITOL). It features the word "itOL" in a white, lowercase, sans-serif font, with a small white dot above the "i".

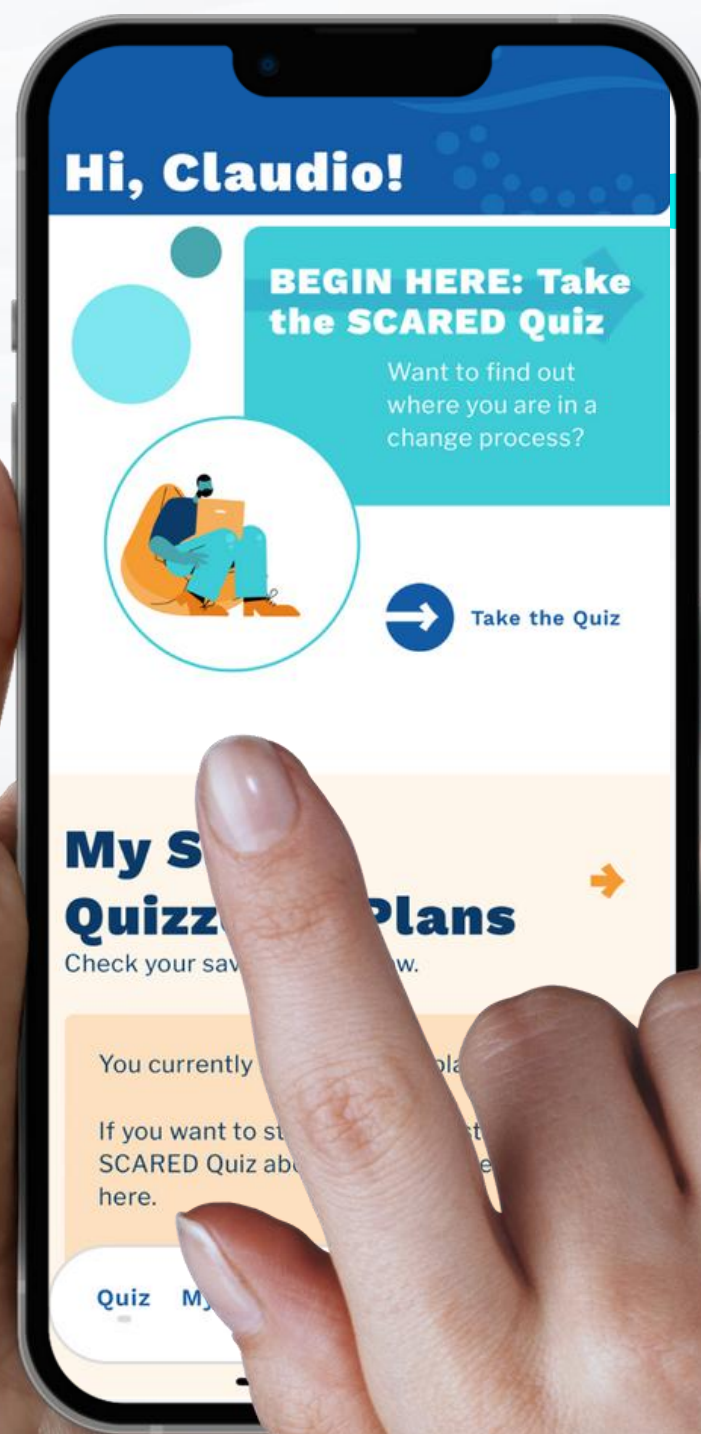
INSTITUTE OF TRAINING &
OCCUPATIONAL LEARNING

The logo for CPD Member. It features the letters "CPD" in a large, white, sans-serif font, with a circular arrow graphic around the "P". Below "CPD" is the word "MEMBER" in a smaller, white, sans-serif font.

The CPD Certification
Service

We're Accredited

We are an ITOL Accredited Centre: The UK's
Institute of Training and Occupational
Learning. We are CPD members and feature
CPD Certified Programs. We are fully
endorsed by The Oxford Review.



WHO CAN BENEFIT? >

SCARED SO WHAT is the first bespoke model for managing personal change. Organizational models typically do not focus on the needs and feelings associated with the stress, anxiety, nervousness, and worry, that comes from a change situation that affects the individuals involved. For true change success both the organization and the individual must be included.

The model and program was born out of master's level research through the Consalia Sales Business School and Middlesex University program: the MSc Leading Sales Transformation.

Continuing onward, Grant Van Ulbrich obtained his Doctorate of Professional Studies in Sales Transformation through Middlesex University and founded SCARED SO WHAT LTD & C.I.C. He is also an ILM Certified Coach.

This model is for everyone to learn how to manage change by understanding their feelings, making an informed decision, and generating a plan of action to execute the change in the way they want. Coaches, sports players, police, fire, patients, doctors, nurses, transitioning veterans, prisoner reform, military, all employees, university students, minorities and underrepresented people are just a few who can benefit from learning this new skillset. It has the power to transform generational thinking by helping people make informed decisions and actions.

THE MODEL >

Step 1: Scared

The first step in managing personal change is to embrace & reflect on your feelings.

We haven't been taught how to manage personal change throughout our lives. Most stress, anxiety, nervousness comes from not knowing how to embrace the changes that affect us. By stopping and focusing on the outer bands, you start to reflect and generate information to help ascertain your feelings towards acceptance or rejection.

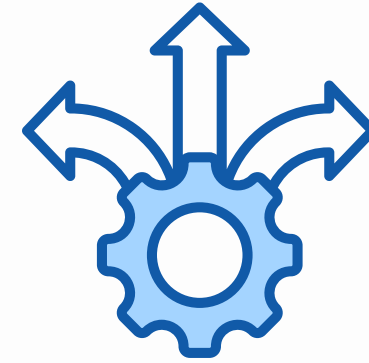
At the core are action & reflection points: Actions generate information to allow one to data inputs. Critical reflection allows one to analyze and begin to assess their feelings.

The goal is to break out with an informed decision on whether they accept or reject the change vs making assumptions. Either decision is ok, but what can they do about it is key.



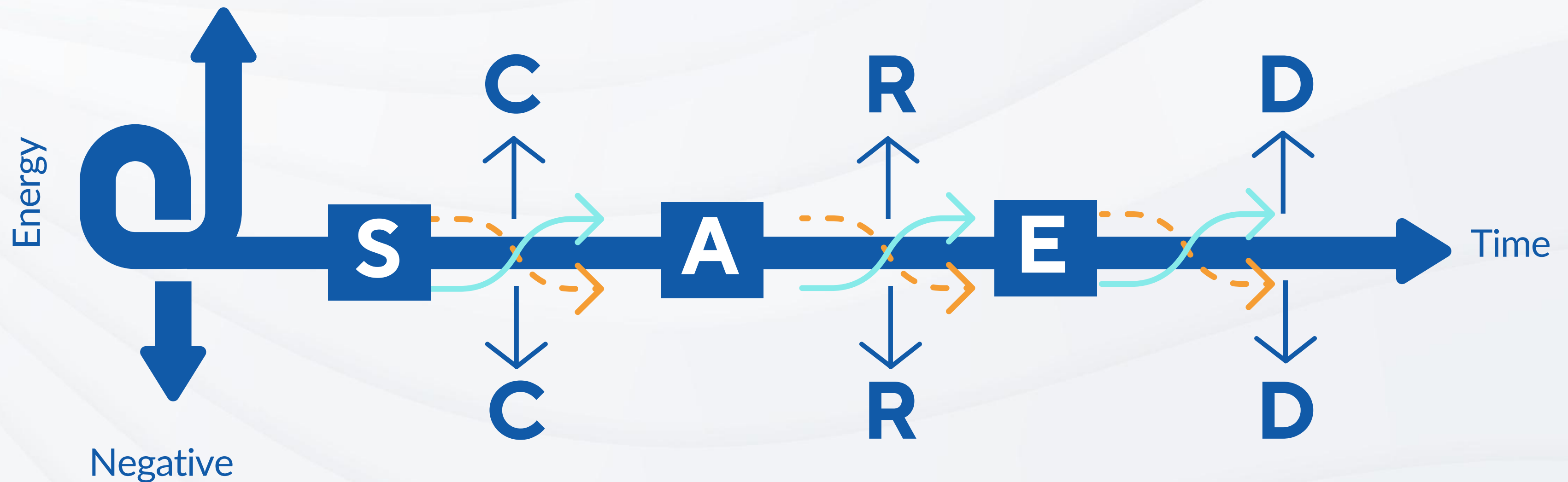
THE MODEL >

FLEXIBLE



**The model is not linear.
People do not learn or act in
a linear way!**

People move back and forth between positive and negative energy, and their learning process is fluid. The model must be free flowing to support them. This means people will flow between elements on their own personal change journey. A model designed to match the way people think and process learning.



THE MODEL >

Step 2: So What

Once you've made a decision, you may ask "So What's next?"

This is where an individual can fall short when it comes to managing personal change. Just because they've made a decision to accept the change or reject it does not mean they are finished.

In order to execute the change in the way you want it to happen, you need to build your own critically reflective action plan and manage to that plan from creation to taking ownership and execution.

The outer bands guide the user in creating their own **SO WHAT** plan to answer the questions of "So What does this mean? or So What can I do about it? or So What's next?"

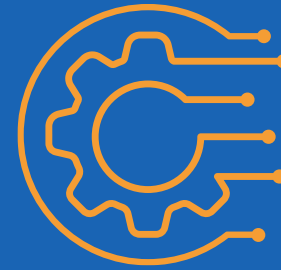


OUR SERVICES



Organizational & Personal Change Management

Facilitating organizational change management processes to include the individual's needs and concerns as they are expected to carry out change requirements. Improving employee mental health, wellness, engagement, and overall development for overall change success.



Personal Change Management Technology

App based technology to manage personal change at work or on the go within the palm of your hand or with desktop access. Digital access to quantitative and qualitative change management tools supporting overall change adoption and engagement.



Education / Coaching / Key Note

Educating leaders and members on the importance of individuals and employee support within change management to achieve change success. Utilizing Scared So What methodology as a reflective personal coaching mechanism. TEDx Key Note speaker and workshop delivery.

THE APP

ESSENTIALS

The power to manage personal change in the palm of your hand

In one app you can:

- Learn what is personal change
- Take a quiz to assess your feelings
- See expert guidance on your results
- Build your own action plan
- Save all your results to revisit later
- Access to resources and support
- Academic reference included
- Connect & follow community
- Customizable for organizational needs and use

Take control over stress, anxiety and personal change!



LEARN Personal
Change

Quiz: Self
Assessment

Stored Quizzes and
Plans

Resource and
Navigation

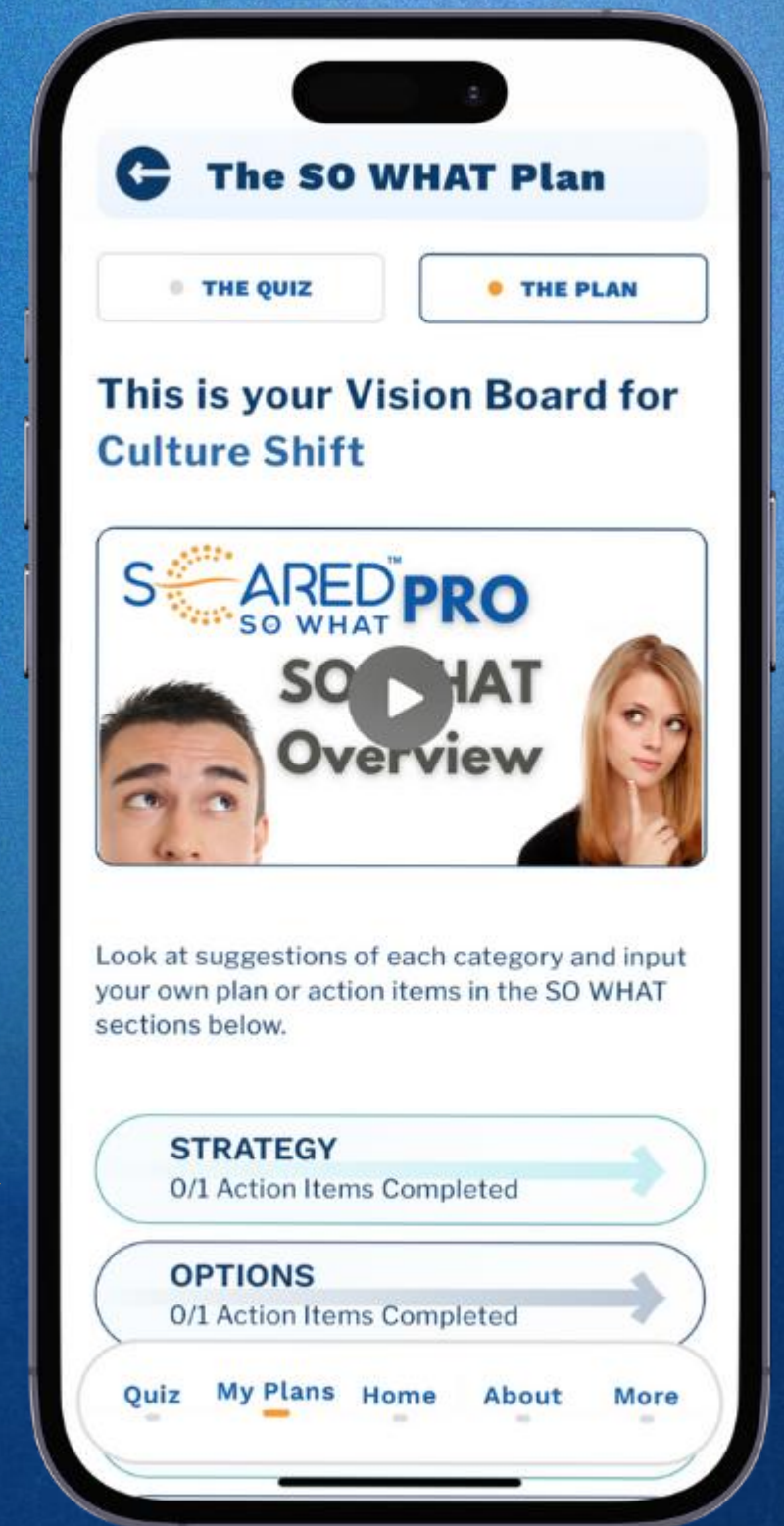
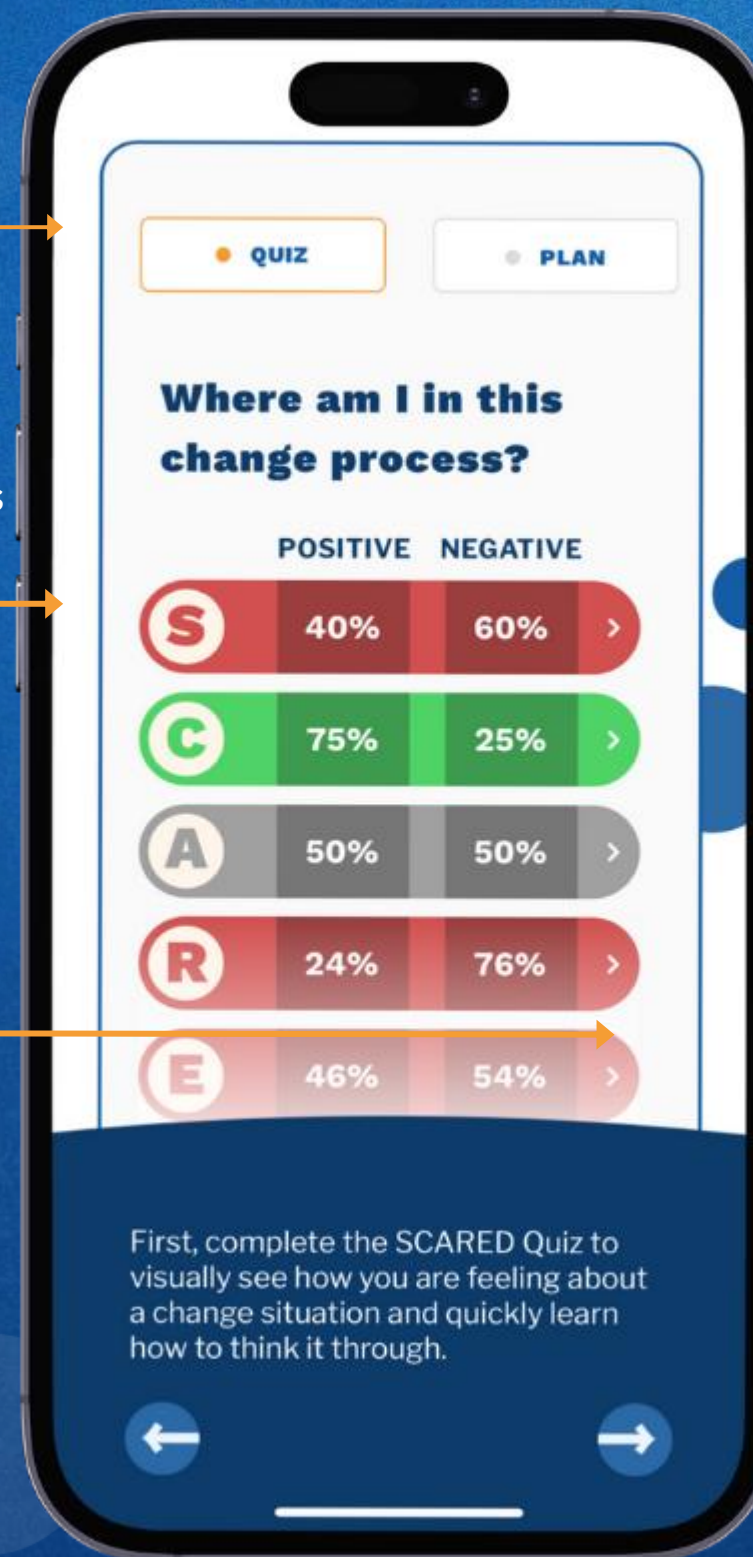
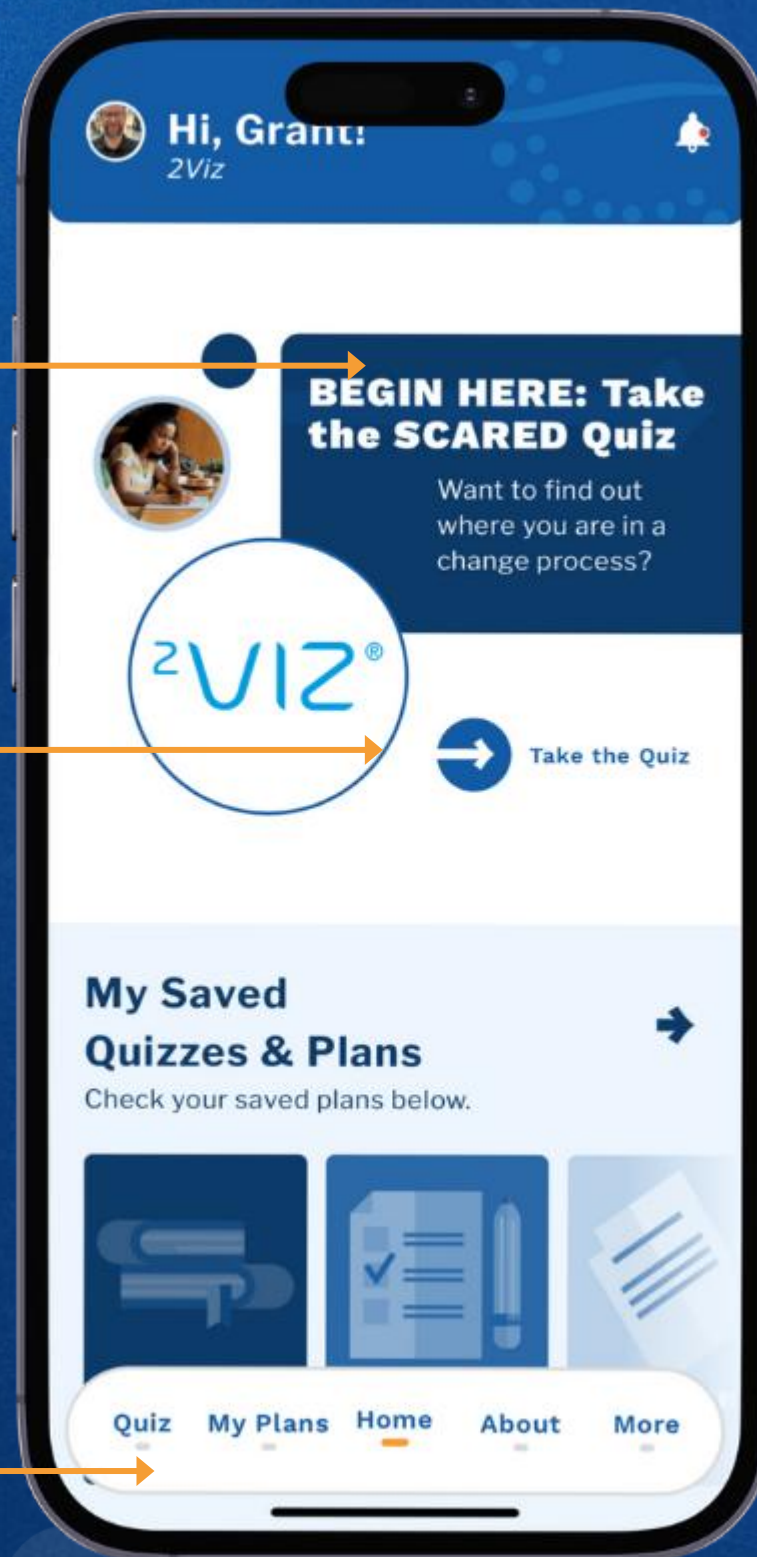
Quiz & Plan
Tabs

Color Visual Results

Click to go deeper
with expert guide

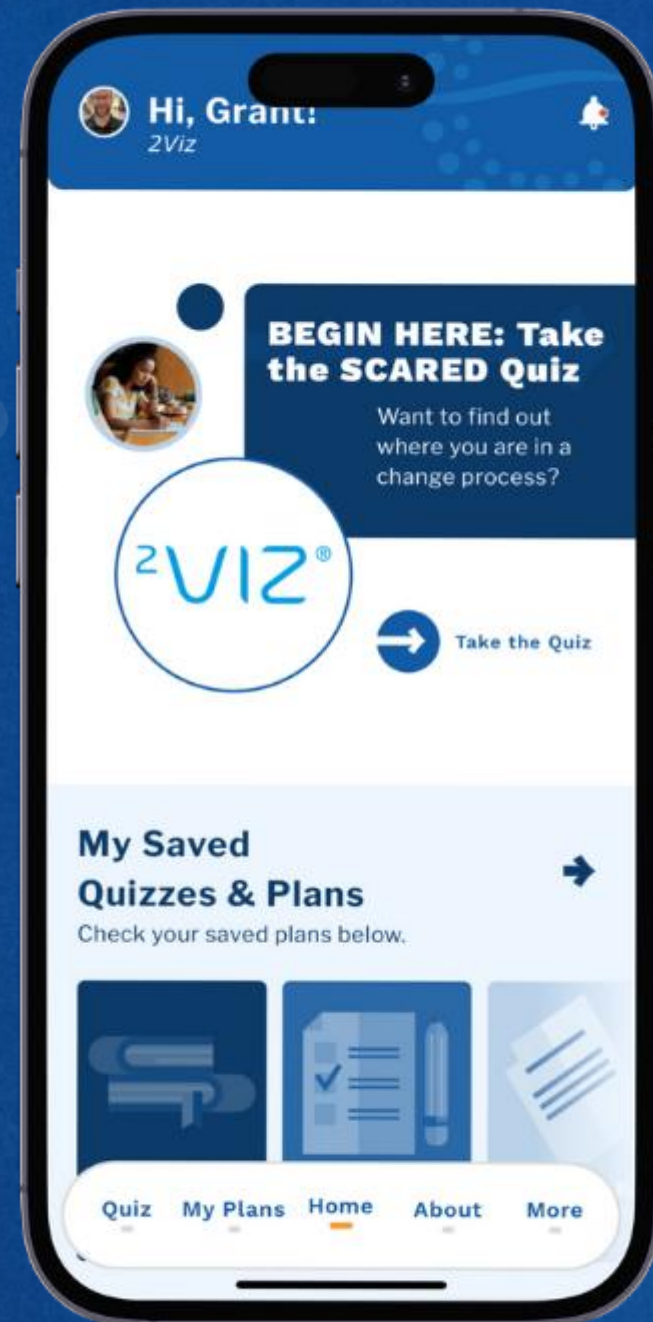
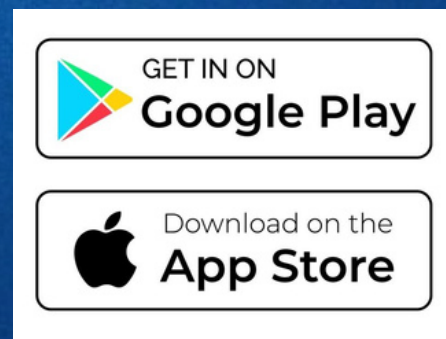
LEARN So What
Strategy

Self Built Action Plan
to Manage Change





MOBILE
FOR USERS

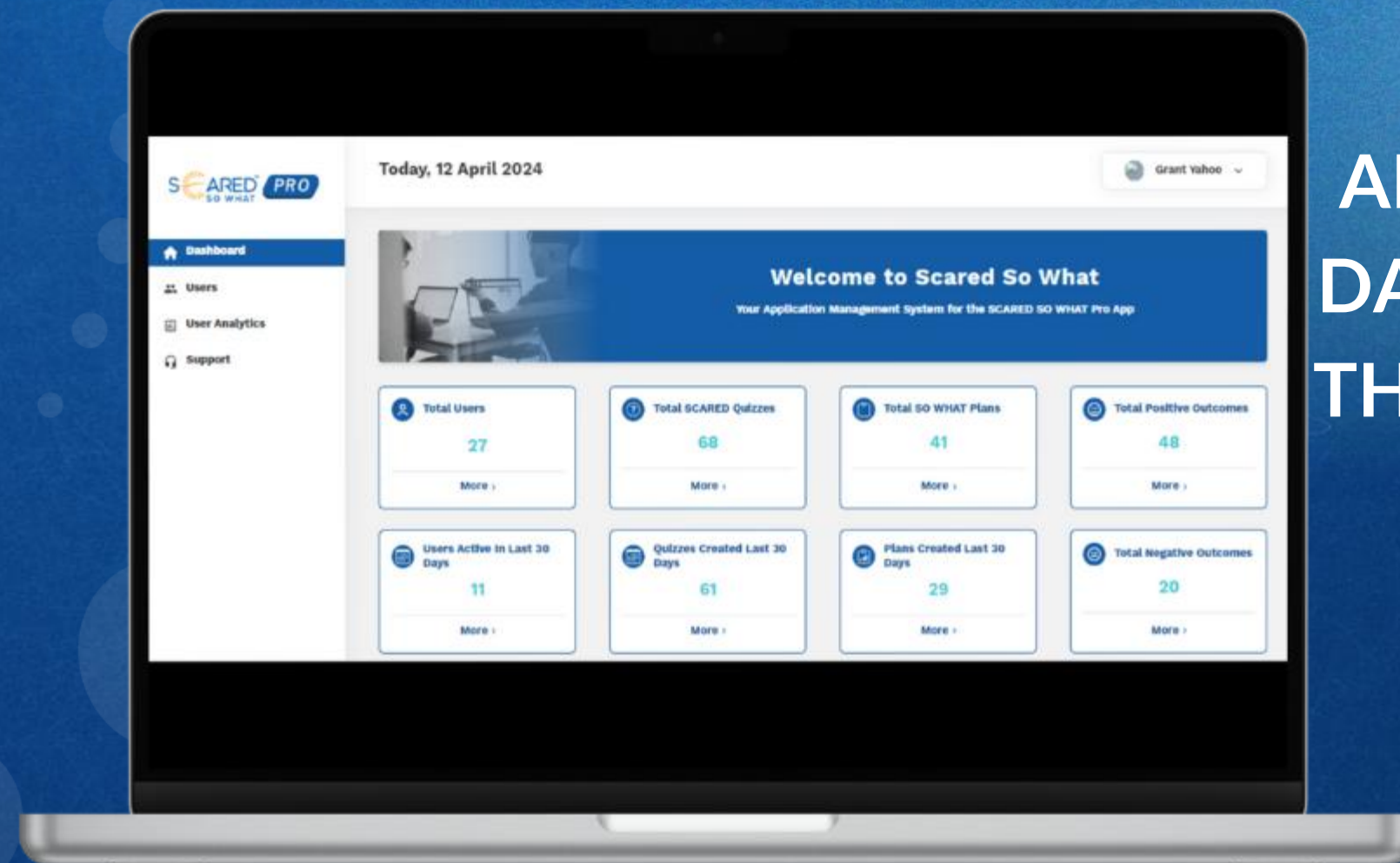


INTEGRATED
DESKTOP
VERSION FOR
USER CHOICE



COMPLETE PRO
APP
MANAGEMENT
SYSTEM

www.scaresowhat.com



ANONYMIZED LIVE
DATA INSIGHTS FOR
THE ORGANIZATION

WHO IS THIS FOR? >



Initially

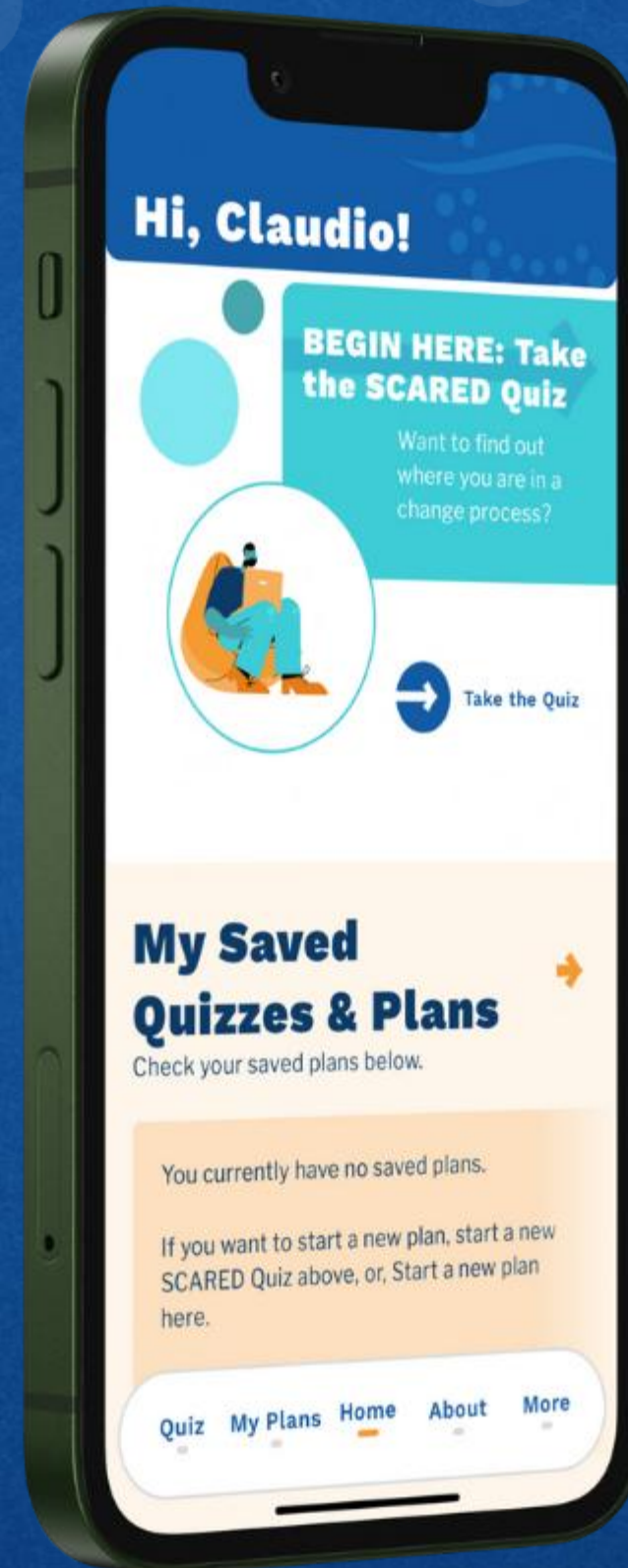
- Designed for Sales Professionals

Expanded

- B2B & B2C Customers (People and Companies)
- Customer Service/ Leadership / Coaching
- Sales/Hospitality/Industry/Individuals

Today - EVERYONE

- Free for Education (Standard APP)
- Licensed for corporations (PRO APP)
- Instructed in university / education



BENEFITS Scared So What helps organisations and individuals to manage effectively through change.

Benefits to Individuals

- Enables understanding of feelings related to the change they are experiencing.
- Guides individuals to making informed and well-thought through decisions vs assumption.
- Reduce fear, worry, anxiety, stress levels.
- Allows individuals to avoid stress and worry by making change manageable.
- Enables individuals to have objective conversations with managers and other stakeholders.
- Can be used for professional and personal change.

Take control over stress, anxiety and personal change!

Benefits to Organisations

- Greater employee engagement, inclusion, ideation.
- Enables tracking and measurement of changes related to individuals.
- Identifies change champions to enable the change.
- Identifies individual who are struggling with the change to allow objective conversations and information provision.
- Can be used alongside organisational change models to amplify the impact and effectiveness of change.
- Common change scenarios can be pre-programmed e.g. organisation structure changes, promotion, relocation.

THE BOOK >

Born out of sales transformation research, this is the first book of its kind. What leaders are saying...

"Grant has written a modern, must-read book about the ongoing challenges of change and transformation." **Waldemar Adams, SVP Market Advisory, SAP Customer Service**

"A progressive and empowering approach for aiding individual stakeholders in making their personal decisions about accepting change." **Theresa Moulton, Chief Editor of The Change Management Review.**

"His work provided a fresh perspective about the human emotions that too often go overlooked when preparing for and leading through change events - and not just for sales organizations, but all organizations!" **Dr. Mark C. Boccia, Chief Learning Officer AMAZON.**

"When transitions are challenging, the trick is to find simplicity on the other side of the complexity. This book offers useful guidance for navigating change but does so in the form of six easy-to-remember yet potentially penetrating questions that can be used to forge a path forward." **Daryl Conner, Global Change Leader, Chairman of Conner Advisory and Conner Academy.**



THE BOOK

ESSENTIALS

The first complete book on total transformation that includes the individual

In one book you can:

- Review and learn the top 8 global organizational change models
- Understand their use and function within the organization
- Gain valuable insight on the importance of the individual
- Learn about the first model for personal change
- Learn how the **SCARED** model supports informed decision making
- Witness the gap between decisions and actions
- Learn how to create your own **SO WHAT** plan to champion change
- Transform your own thinking to be able to master personal change

This book is for everyone -
not just sales people!



 Available on
amazon.com



SUPPORT >

Our Book, APP, and services, are supported with these clients and individuals across the globe



OFFERING >

Certification

CERTIFIED INSTRUCTOR

- 1.5 Hours online learning
- 1 Hour App Immersion
- 2 Hour Facilitated Workshop
- 30 Min Oral boards



5 Hours to certification: **£995 Per Person***

*Customized quotes available depending on numbers of participants

CERTIFIED COACH

3 Hours – Online.
For Existing Coaches



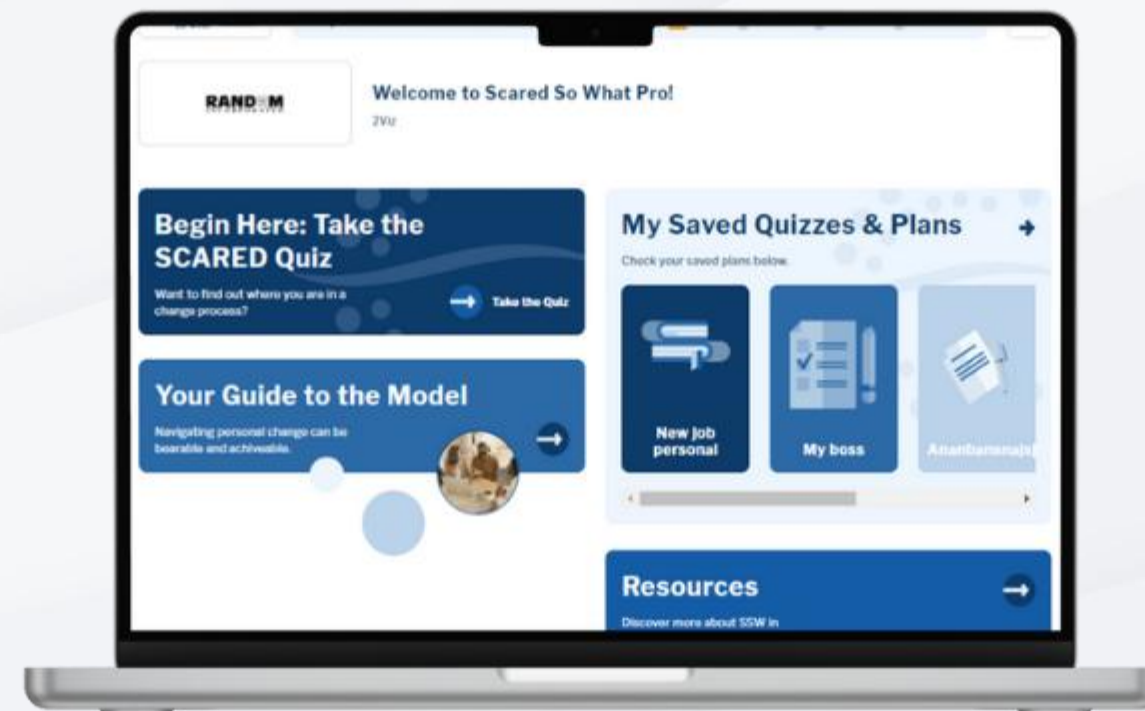
£299 Per Person

PRO Data Management System

LICENSED PROGRAM

£96 per person/per year.

Enterprise Licensing Available



Endorsed and Certified By:



OFFERING



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www.scaredsowhat.com



www.sswresearchforchange.com



Supported by the PhD Professionals
www.phdprofessionals.com



Social Media: @Scaredsowhat



Your partner in managing and transforming personal and organizational change success.

Contact us for:

- Culture & change consultancy with Inclusion of all members
- Personal Change Management Certification
- Coaches for PCM Certification
- PRO App customization and embedding into organization - licensing
- Leadership and management workshops for personal change
- Leadership and management executive coaching
- Key Note: TEDx Speaker on personal change management

COMPLIANCE & SECURITY >

GDPR, CCPA and HIPA compliant under the data Protection Act 1998.

- UK Based private cloud hosting with AWS
- Secure hashing functionality following NIST recommendations (SP800-57 1 5.6.2, SP 800-131A)
- Data transfer encryption via SSL with 2048-bit key length
- Source code reviewed and penetration-tested by 3rd party's including Accenture, Disney, Fresenius, Nestle and Swiss banks
- 2Viz Cyber Essentials Certified, (UK Government backed scheme)
- European Commission Horizon Awarded Software Technology Seal of Excellence 2020
- <https://2viz.io/privacy/>

2VIZ®





The power to manage **Personal Change** is now within your reach!

THANK YOU

Dr. Grant Van Ulbrich
Founder & Chief Researcher
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