



LEADING AND NAVIGATING MAJOR CHANGE

MARCH 21, 2023 | 9:00 A.M. – 4:00 P.M



DARYL CONNER

For nearly five decades, Conner Partners has focused on one thing...helping organizations succeed with their most complex, most difficult change initiatives. From this depth of experience, they have uncovered the patterns of mindsets and behaviors that distinguish leaders who succeed with change execution. They have also identified why the normal leadership perspectives used to foster success often fail when used to implement complicated, difficult transitions.

All major change initiatives are difficult. Even in the best of times, 70% of significant change initiatives fail – despite excellent planning and honorable intentions. Whether you are in the early stages of planning, just preparing to make the announcement, or trying to understand the lack of progress, if your organization is facing major change, it is vital that leaders know how to navigate the turbulent water inherent with transformation.

What is needed is a new playbook for leaders...one that provides a clear and accurate picture of how challenging change unfolds, what the typical risks are that inhibit successful execution, reliable strategies for reaching realization, and leadership's role during achieving full realization of the intended outcomes. As leading experts in the field of change execution, Daryl Conner and Maria Darby will offer unparalleled insight into these issues.



MARIA DARBY



This program will help leaders:

- Understand the patterns of success and failure that are encountered when implementing major change initiatives.
- Comprehend the implementation risks that typically jeopardize change endeavors and the peril each represents to your initiatives.
- Gain an appreciation for the role leaders must play when attempting important change, as well as practical guidance on how to fulfill these responsibilities.

Competencies Addressed: Manages Ambiguity, Manages Complexity, Organizational Savvy, Plans and Aligns, Situational Adaptability

DARYL CONNER

Daryl Conner is Chairman of Conner Partners. He has educated and advised strategic leaders and change practitioners in many of the world's most successful organizations, helping them to understand and navigate the challenges and opportunities they face during transformational change. Daryl's work is built on a strong foundation of research, extensive consulting experience, and a master's degree in psychology. He has authored two books: *Managing at the Speed of Change* and *Leading at the Edge of Chaos*.

MARIA DARBY

Maria Darby is the CEO of Conner Partners. Maria brings the experience from her 30+ years in the consulting industry to Conner Partners. Maria was an Executive Vice President/Partner at Booz Allen Hamilton, where she led the firm's change management capability and client change and transformation engagements across a diverse set of industries in the public and private sectors.



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