



FEBRUARY BREAKFAST PROGRAM



WELCOME NEW MEMBERS



Chris Anderson
CHRO
Batchelor and Kimball



Jerrell Moore
Director, Inclusion Programs
Google



Avijit Roy
SVP– Leadership, Talent, OE
Birla Carbon



Kimberly Hartnett
HR Strategist
State Farm



Ashley Peterson
VP, People Solutions
Cox Enterprises



Megan Swany
VP, TM – Global & Corp HRBP
EVO Payments International



Anne Lalinde
CHRO
Hawkins Parnell & Young LLP



Brad Pugh
Atlanta Managing Lead & HR
Practice Lead
Russell Reynolds Associates



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SVP, Talent
Assurant, Inc.



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NETWORKING



- Introduce yourself to the group
- Discuss the following questions:
 - What do leaders who drive and sustain successful transformational change actually do?
 - Why do we so often fail to lead and sustain transformational change?
 - All transformation is change, but is all change transformational?





OUR PROGRAM

The Secret Sauce for Leading Transformational Change



IAN ZISKIN
AUTHOR



The Secret Sauce for Leading Transformational Change

Ian Ziskin
February 15, 2023



Brought to You by Consortium for Change (C4C)...

- Community network of independent coaches, consultants, and transformational change experts
- Coaching engagements, leadership development programs, talent solutions projects, business and culture transformations, innovation and strategy alignment efforts, and more...
- 75+ highly experienced and diverse members

“The Spirit of Abundance”



200 voices in under 200 pages

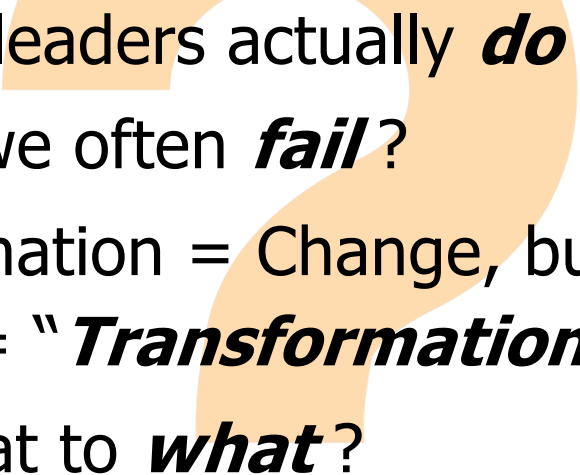
A “Pizzanalogy”

Q: What does pizza have to do with leading transformational change?



A: Stay Tuned!

From What to What?

- 
1. What do leaders actually ***do*** ?
 2. Why do we often ***fail*** ?
 3. Transformation = Change, but
Change ≠ “***Transformational***” ?
 4. From what to ***what*** ?

The Beauty of “And”

1. Past *and* Future
2. Reality *and* Aspiration
3. Facts *and* Feelings
4. Speed *and* Rhythm
5. Flexibility *and* Focus
6. Difference *and* Improvement
7. Change *and* Transformation



AHAs

Leadership > Leaders

Execution > Vision

Hate of Failure > Hate of Change

Simplicity > Complexity

A Definition

“Transformational change is completely rethinking and repositioning the *what, why, how, who, when, and where* associated with dramatically improving the *effectiveness, happiness, health, and/or survival* of someone or something.”

— Ian Ziskin, Lead Author, *The Secret Sauce for Leading Transformational Change*

The Secret Sauce Ingredients

#1 Start with Truth, Talent, and Timing

#2 Cultivate the Spirit of Abundance

#3 Answer From What to What?

#4 Appreciate the Beauty of “And”

#5 Embrace VUCA

The Secret Sauce Ingredients (Cont'd)

#6 Go First, but Not Alone

#7 Define, Align, and Refine the What and Why

#8 Energize the Village

#9 Love Influencers and Resisters

#10 Taste-Test the Secret Sauce

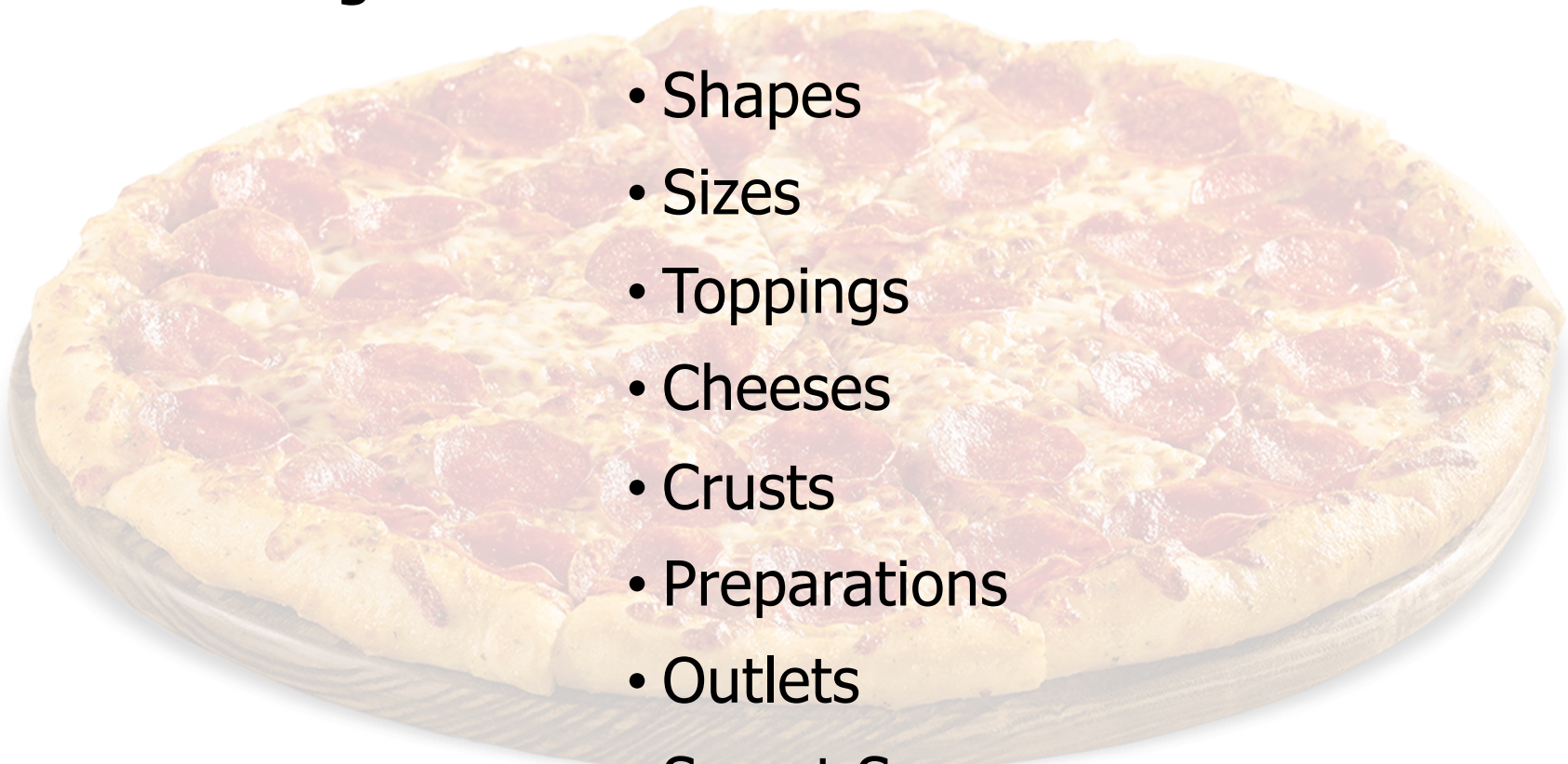
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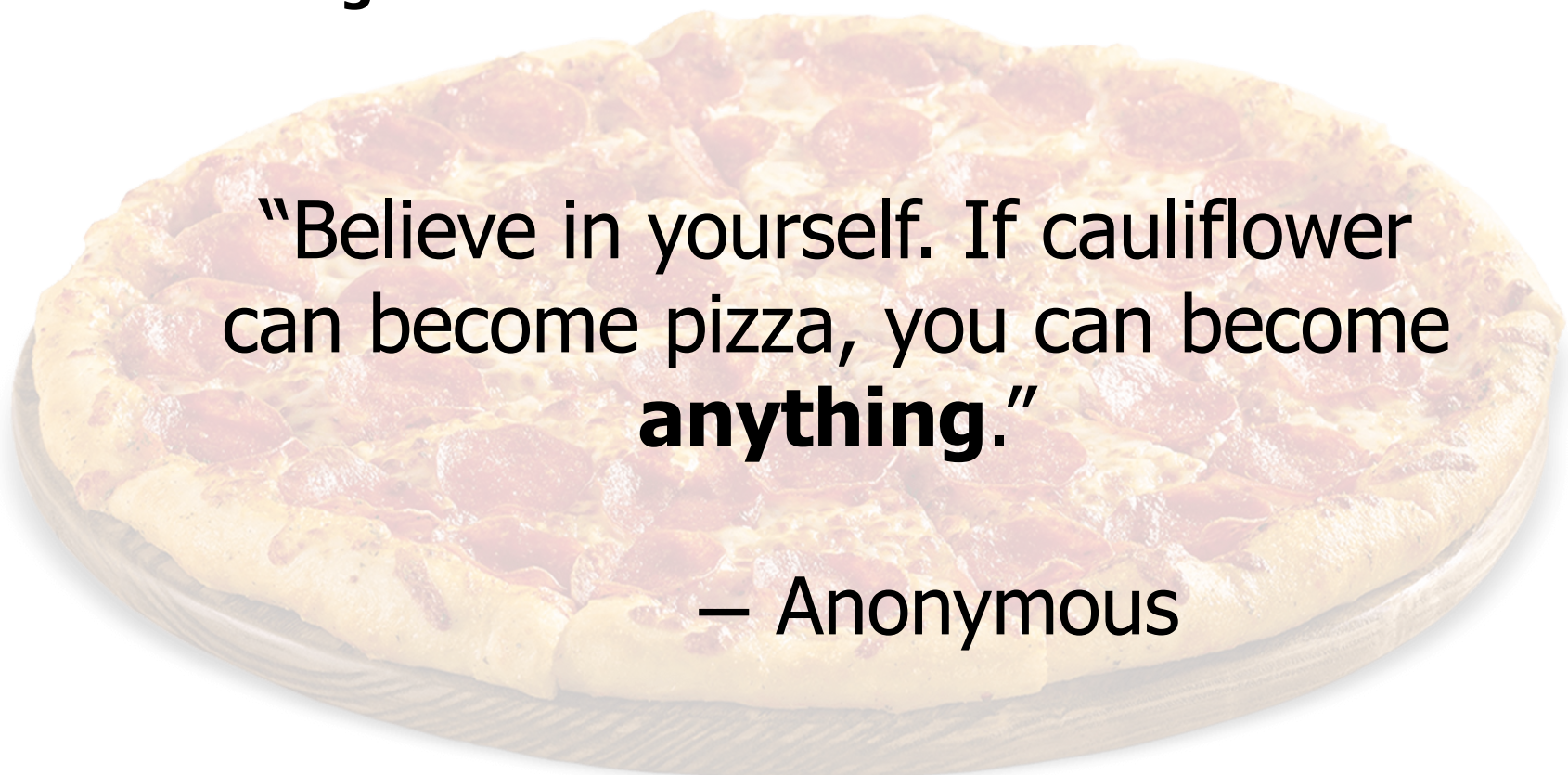
A: Everything!

Pizza is No Longer Pizza



- Shapes
- Sizes
- Toppings
- Cheeses
- Crusts
- Preparations
- Outlets
- Secret Sauces

Pizza is No Longer Pizza



“Believe in yourself. If cauliflower
can become pizza, you can become
anything.”

– Anonymous

For More About *The Secret Sauce* . . .



<https://www.transformationalchangebook.com/>