



Your Personal Change Leadership Checklist

“Right now things are changing more slowly than will ever be the case in future, so if you think now is fast you’d better buckle up.”

Kate Burleigh, Intel Managing Director
Australia & New Zealand



5i Method

Recent research stated the majority of business leaders (53%) agree that change needs to be completed faster. In addition, when it comes to internal changes almost three-quarters (73%) of CEOs expect HR to implement change faster than they did three years ago.

Organisations need successful changemakers.

Do you have the desire to tick these boxes and be a successful changemaker?

- ✓ My leadership purpose, WHY, is a strength that enables me to influence change.
- ✓ I collaborate across my business to easily gain buy in to make things happen.
- ✓ I know that 'people don't resist change, they resist being changed' and have approaches that beat resistance.
- ✓ I can articulate the change challenge better than anyone else in my organisation.
- ✓ I can personally educate my organisation as to the causes of their problems and what need to happen.
- ✓ I have a method to get my organisation from where they are to where they want to be.
- ✓ My core approach is reassuringly inexpensive (does not need external consultants to deliver end to end) and delivers remarkable results.
- ✓ I have strategies and approaches to make change stick
- ✓ I can have the skills to coach, enable and present the change to make it real
- ✓ I know how to bring change skills in house to develop my organisation's change capability

**Register your interest to
learn more**

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**THE COMMON PROBLEMS
FACING SENIOR EXECUTIVES
AND CHANGEMAKERS**

AND

The benefits of the **5i**
Method to help overcome
these problems.

POCKETS
OF BRILLIANCE



5i METHOD

INSTIGATE

INTELLIGENCE

IMPLEMENT

INTERNALISE

INTENT



DEEP PAIN

PROBLEMS INCLUDE:

- Not delivering on ROI
- Balancing corporate vs business needs
- Engagement
- Pace and frequency of change
- Pace management
- Being agile
- Reputation damage
- Latest practice in business context
- Competing priorities
- Managing all stakeholders



MISTAKES

Viewing people as a problem to be solved, not as a resource to be harnessed

Thinking 'we need to solve this' or 'need to have the right answer' prevents understanding the real issue

Polarising action between 'totalling outsourcing the problem to consultants, or doing it on our own' prevents learning

One size fits all or off-the-shelf approaches to deliver on corporate strategies don't fit your context

Rolling out 'sugar-rush solutions' or important 'one-off' initiatives don't change habits back at work



PRIZE

OUTCOMES INCLUDE:

- Sureness you are doing a good job
- Sureness you are ahead of the curve
- Sureness of a brilliant return on investment