

# Julian MATHER

LEADERSHIP & CHANGE KEYNOTE

# 123 OF CHANGE



Give your people the ability to change and power through this disruption... and the next, and the next, and the next...

Change is demanded by business. Think about your job in the last couple of years. There is so much change that you barely get things sorted and you have to change again. But how do you change?

- Before we ride a bike, we get taught how to ride - usually with training wheels
- Before we drive, we get taught how to drive - usually with an instructor
- Before we change, we get dumped in the deep end and get told "We do it this way now"

That's not right, so let's change it.

CHANGE RESISTANT OR CHANGE RESILIENT?

Where do you want them to be?

Employee	Attitude	Mood	Value
Role Model	I did	😊	\$\$\$\$
Resilient	I can	🙂	\$\$\$
Resistant	I might	😐	\$
Rejects	I won't	😞	-\$

## 3 RULES OF CHANGE THAT MOST PEOPLE DON'T EVEN KNOW EXIST

I learned them from meeting a diverse range of people. From Sir Edmund Hillary to Elon Musk, death row inmates to space shuttle pilots.

They're easy to remember. They're easy to use. They can be used by everyone from the frontline staff to senior management. This matters.

### As Harvard Business School says...

The most common point of failure for change in business is when senior management and front-line staff are not aligned BEFORE change starts.

The 123 OF CHANGE is a simple way to get aligned and achieve change that is less painful, more effective and lasts longer.

### ORIGINAL ENERGETIC PASSIONATE PRACTICAL

Through unique first-hand stories that crisscross the globe, laugh-out-loud humour, and emotional reflections, the audience is transported to faraway places but the message always lands close to home.

The audience walks away with an easy-to-remember framework for change, a filter to run decisions, and a repeatable & sharable tool for real people to use in the real world.

### TESTIMONY

Easily one of the most popular sessions over the 3-day conference.

*Soffian Mohammed Amin. Chief Program Officer, HRD Corp*

Julian's storytelling and entertaining delivery are 'can't look away' compelling.

*Sarah Oxlade - Transformation Specialist - Telstra*

The team now feels empowered to step up and do something new

*Denver Galea - Mgr Customer Solutions - Translink*

### PAST CLIENTS



Queensland Government

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HRDCORP  
HUMAN RESOURCE DEVELOPMENT CORPORATION

### CONTACT

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#### Change Resistant

holds off decisions

disruptive

unproductive

needs supervision

problem creator

potential liability

#### Change Resilient

makes decisions

happy

productive

motivated

problem solver

potential leader

