



SETTING THE FOUNDATION FOR
TRANSFORMATION

YOUR



EXPECTATIONS

DEFINE THE CEILING OF YOUR

REVELATIONS

YOU ARE ALWAYS



ONE REALIZATION

AWAY FROM A COMPLETE

TRANSFORMATION

**IF IT DOESN'T
CHALLENGE YOU**

IT WON'T

CHANGE YOU

SUPERPOWER

WHAT WOULD IT BE?

ADAPTIVE LEADERSHIP MASTERY

LEADERSHIP FLUIDITY

With Jovan Glasgow



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THE 4 DISCIPLINES OF DEALING WITH DIFFICULT PEOPLE

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**DIFFICULT PEOPLE ARE JUST
PEOPLE WHO HAVE HAD
DIFFICULT EXPERIENCES**

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**DIFFICULT PEOPLE ARE JUST
PEOPLE WHO ARE
EXPERIENCING DIFFICULT
PRESSURES**

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**DIFFICULT PEOPLE ARE
OFTENTIMES UNAWARE OF
THEIR OWN DIFFICULTIES**

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**IMPACT IS ACHIEVED WHEN
DIFFICULT PEOPLE CONNECT
WITH OTHER DIFFICULT PEOPLE
TO SERVE A WORLD FULL OF
DIFFICULT PEOPLE**

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FROM NICETY TO NECESSITY

THE ABILITY AND CAPACITY TO NAVIGATE THROUGH
THE COMPLEXITIES OF LEADING PEOPLE

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LEADERSHIP FLUIDITY

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**THE ART OF SKILLFULLY NAVIGATING
THE NUANCES AND CHALLENGES THAT
ARISE FROM INDIVIDUALS DURING
ORGANIZATIONAL TRANSITIONS.**

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THE SUCCESS WHEEL: MASTERING THE FIVE PILLARS OF SUCCESS



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LET'S TALK ABOUT CHANGE

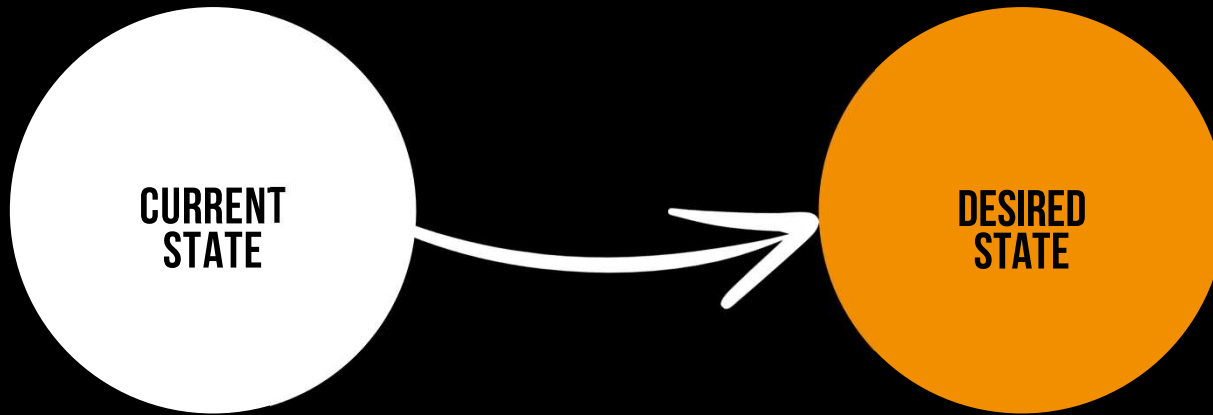
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CHANGE IS THE SHIFTING OF NORMS

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INTROSPECTION

GROUP DISCUSSION

WHAT IS THE CHANGE?

WHO IS IT IMPACTING?

HOW IS IT IMPACTING THEM?

HOW ARE THEY RESPONDING?

HOW IS IT IMPACTING YOU?

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UNDERSTANDING TRANSITION

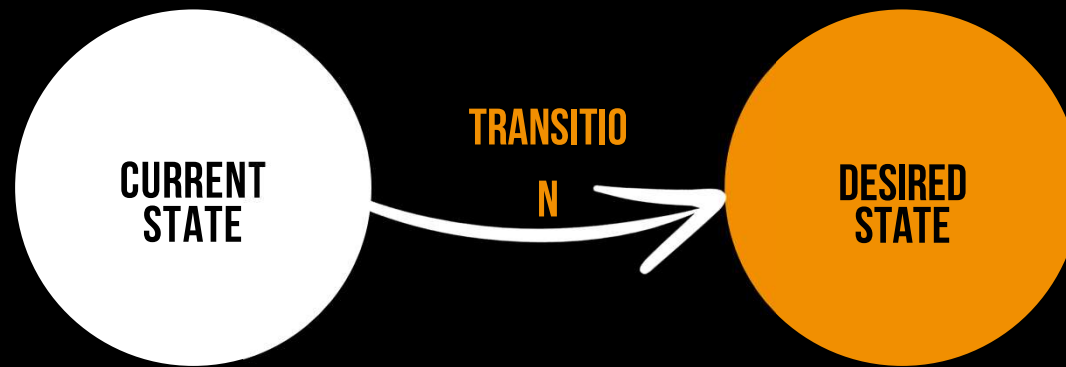
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TRANSITION REFERS TO THE **INTERNAL PSYCHOLOGICAL AND EMOTIONAL PROCESS** THAT INDIVIDUALS OR GROUPS GO THROUGH IN RESPONSE TO A CHANGE.

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UNCERTAINTY

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FEAR

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NARRATIVES

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RESPONSES

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UNCERTAINTY → FEAR → **NARRATIVES** → RESPONSES

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NARRATIVES

**INTERNAL INFORMATION REFLECTING AN
INDIVIDUAL'S EXPERIENCES, DIRECTLY
INFLUENCING THEIR ACTIONS.**

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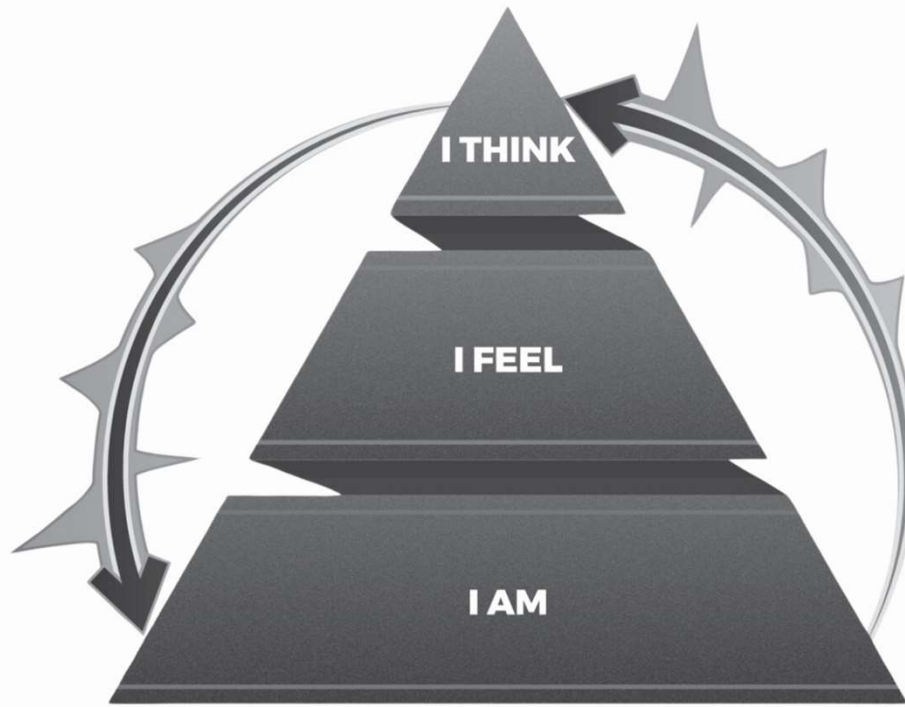
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THE DIMENSIONS OF HUMAN BEHAVIOR



INTROSPECTION

GROUP DISCUSSION

**CAN YOU NOW IDENTIFY THE SOURCE
OF NARRATIVES IN RELATION TO THE
EXPERIENCES THAT YOU HAVE HAD?**

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RESPONSES TO TRANSITIONS

HOW DO NARRATIVES SHOW UP AS *Behaviors*

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AUTHORITY DEFIANT

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RESISTANT

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RESTLESS

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POSITIVE DRIVE AND AMBITION

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QUIET QUITTING

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REGRESSION

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THE BATTLE IS NARRATIVES VS *Communication*

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EFFECTIVE COMMUNICATION

EXTERNAL INFORMATION OFFERING CLARITY
AND PERSPECTIVE ON AN INDIVIDUAL'S
EXPERIENCES, DIRECTLY INFLUENCING THEIR
THOUGHTS

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NARRATIVES

INTERNAL **INFORMATION** REFLECTING AN INDIVIDUAL'S EXPERIENCES, DIRECTLY INFLUENCING THEIR ACTIONS.



EFFECTIVE COMMUNICATION

EXTERNAL **INFORMATION** OFFERING CLARITY AND PERSPECTIVE ON AN INDIVIDUAL'S EXPERIENCES, DIRECTLY INFLUENCING THEIR THOUGHTS



THE SOURCE - THE CONDUIT - THE RECEIVER

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TRANSLATION OF INFORMATION
CAUTIOUSLY, AUTHENTICALLY,
AND TRANSPARENTLY

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TRANSLATION TOOLS

WHAT TO COMMUNICATE
HOW TO COMMUNICATE IT
WHEN TO COMMUNICATE IT
TO WHOM TO COMMUNICATE IT

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COMMUNICATION

PARADIGM

A TOOL FOR EFFECTIVE *Communication* DURING TRANSITIONS

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Get Started

SEVEN COMMUNICATION PARADIGM

STEPS TO COMMUNICATION WITH THE RECEIVER

1 PAINT THE PICTURE
WHAT IS THE CURRENT STATE...




2 PRESENT THE POSSIBILITY
WHAT IS THE DESIRED STATE...



3 PRESENT THE PROBLEM
WHAT IS THE IMPACT THAT WE ARE GOING TO DEAL WITH?




4 PRESENT THE PROCESS
WHAT IS EXPECTED FROM THE INDIVIDUAL, LEADER, AND ORGANIZATION...



5 MAKE THE PROMISE
OFFER VALIDATION CHECK TO BE SURE THE INDIVIDUALS UNDERSTAND WHAT YOU'VE EXPLAINED.




6 MAKE THE PLEA
PROVIDE THE FIRST THING THAT THE INDIVIDUAL NEEDS TO DO, WHAT IS THE ACTION STEP, WHAT ARE THE PROGRESS GOALS, AND WHEN ARE THE DEADLINES?



7 FOLLOW UP
AFTER WE'VE HAD TIME TO PROCESS THE COMMUNICATION, WE WANT TO FOLLOW UP AND BE SURE THE COMMUNICATION IS UNDERSTOOD, AND WE ARE MOVING FORWARD AS EXPECTED.

OPEN - I WANT TO FOLLOW UP ABOUT THE CONVERSATION WE HAD A FEW DAYS AGO AND MAKE SURE YOU DON'T NEED ANYTHING FROM ME.
CONFIRM - WHAT DOESN'T MAKE SENSE?
UNCERTAINTY - WHAT DO YOU FEEL UNCERTAIN ABOUT?
UNKNOWN - WHAT INFORMATION DO YOU STILL NEED ABOUT WHY WE'RE MAKING THESE DECISIONS?

HOLD PEOPLE ACCOUNTABLE TO THE PARAMETERS SET IN "MAKE THE PLEA"



PAINT THE PICTURE

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PRESENT THE POSSIBILITY

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PRESENT THE PROBLEM

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PRESENT THE PROCESS

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MAKE THE PROMISE

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MAKE THE PLEA

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FOLLOW UP

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Get Started

SEVEN COMMUNICATION PARADIGM

STEPS TO COMMUNICATION WITH THE RECEIVER

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HOLD PEOPLE ACCOUNTABLE TO THE PARAMETERS SET IN "MAKE THE PLEA"



PRACTICE EFFECTIVE COMMUNICATION FOR **OVERCOMING NARRATIVES**

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ACCESS LEADERSHIP FLUIDITY MASTERCLASS

MODULE 1

~~\$697~~ \$



SCAN ME

7-DAY TRIAL



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LET'S CONNECT 1:1



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