

EXECUTIVE DEVELOPMENT PROGRAM

OCTOBER 29, 2015
8:30 A.M.—4:30 P.M.

PUBLIC \$995
UD ALUMNI \$945
PARTNER \$897

THE CHALLENGE OF CHANGE: HOW LEADERS BUILD INDIVIDUAL & ORGANIZATIONAL RESILIENCE

The current view of change is the same across many organizations, it is seen as inevitable and constant. While leaders are looking to make personal and/or professional changes a reality for themselves, their team, and/or the organization, creating resiliency is key.

People today are experiencing extremely high levels of stress in the workplace. And organizations are trying to do more with less, further increasing employee workloads. With no end in sight leaders are discovering the impact of pushing themselves and their teams harder than ever. As a leader, you need to learn how to ensure both high performance AND sustainable well-being for yourself and your people.

The Challenge of Change method is an approach to building individual and organizational resilience for the long term. It is based on 30 years of research and its methods are firmly evidence based. At its core, it helps people understand the difference between pressure and stress. Pressure is inevitable, yet stress is something we create. Your ability to build resilience around change for yourself and your team will greatly influence your chances of being successful.

Nick Petrie will also dive into the Polarity of Change and help leaders with understanding and addressing it to create stability for yourself and the team. As change is occurring, the opportunity to point out and create stability within ourselves & the organization is important. This program also utilizes a personal resilience profile that will help you examine your own level of resiliency. By having a better understanding of your own resiliency, you in turn can better lead others with theirs.

THIS PROGRAM WILL HELP EXECUTIVES:

- Identify potential reactions to change and examine the underlying course for resilient behavior.
- Explore the results of your personal resilience profile, outlining your level of stress and approach to dealing with pressure.
- Learn a set of tools for building resilience that you can apply to yourself and your team.



Nick Petrie

Before joining the Center for Creative Leadership, Nick Petrie ran his own consulting company and spent the last several years developing and implementing customized leadership programs for senior leaders around the world. Petrie has worked across industries including government, law, accounting, engineering, construction and telecommunications.

Petrie is a Senior Faculty member with the CCL's Colorado Springs campus. He is a lead faculty for the Leadership Development Program. He is also responsible for the design and delivery of individual, team, and organizational custom and open enrollment solutions.

Petrie holds a Master's degree from Harvard University focused on organizational behavior and leadership development. He also holds two undergraduate degrees from Otago University (New Zealand) in business administration and physical education. At Harvard, Nick was a research associate on the Learning Innovations Laboratory (L.I.L.A.) project, which used conversational analysis to examine a hundred Fortune 500 CLO's over five years to observe the conversational methods which produced the greatest learning and progress groups.

Petrie also completed a research project on the 'Future of Leadership Development' in U.S. companies. He interviewed Fortune 500 CLO's and organizational researchers to determine the trends shaping the current workplace and the methods most likely to work for leader development in the next ten years. This was published as the CCL whitepaper, 'Future Trends in Leadership Development.'