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| ABOUT  VIC SMITH  Vic has worked internationally leading global learning and development teams in retail, wholesale, sporting goods and tech for over 25 years. She specializes in leader capability and has led manager and leader development at Nike, Google, and Amazon.  She is a change-focused leader with a proven track record of driving transformation in fast-paced consumer facing environments. With expertise in employee centric design, leadership, management, and team development, she helps organizations prioritize investment in people to drive business performance.  Vic is a professional certified coach, skilled facilitator, and consultant, and she combines this deep expertise with best-in-class relationship building and communication skills. She has strong desire to do great work that moves people and organizations to places never thought possible.  “I do my best work with individuals, teams and organizations looking to change culture, seek different perspectives, shift mindsets, and unlock potential. Big dreams, small goals, something in between, these are all spaces I love to help”. |





LEADERCAMP

## NAVIGATING CHANGE AND TRANSITIONS WITH EASE

WITH

VIC SMITH

JANUARY 21, 2025

In this Leadercamp, participants begin by reflecting on a recent change they experienced, recalling the sequence of events and how it impacted them emotionally. This reflection sets the stage for understanding the distinction between change (the thing that happens) and transition (the emotions and feelings associated with it).

****Using the Change Styles Indicator Model, participants identify their personal change style and explore how their preferences impact those around them. In group discussions, they share their examples and consider how their change style influenced their experience, identifying two key takeaways to apply in future changes.

To close the session, participants are provided with practical tips for leading their teams through change and transitions. They then commit to two specific actions they will practice with their teams to better support them through future changes.

Join us in Vic Smith’s *Navigating Change and Transitions with Ease* Leadercamp, and learn some of the skills necessary to successfully navigate change and transitions—with ease.

PARTICIPANTS WILL:

* Understand what change and transitions are.
* Understand their preference in change.
* Have a framework to support their team through change.

#### PREPARING FOR THE LEADERCAMP

The Leadercamp Guide can be used as a tool for facilitators and participants to get the most out of a Leadercamp experience. It includes an overview of what will be covered in the Leadercamp, information about Vic Smith, and suggestions for different ways you and your team can learn together or individually. Each guide concludes with application and reflection prompts to apply what you’ve learned.

##### About This Guide

This guide will help you prepare for and facilitate the program ***NAVIGATING CHANGE AND TRANSITIONS WITH EASE***. The purpose of this guide is to help you generate a dialogue among participants and apply key concepts from the presentation to your own learning objectives. The guide can be leveraged effectively for both large and small groups.

##### The Audience

This program is for executives, managers, supervisors, and line staff. Ideally, the materials should be presented in a group setting, where the responses of others can be discussed and shared.

##### Watch As a Team

Prior to the Leadercamp, Zoom links are set up in Percipio. To host the Leadercamp for your team with Zoom, clink on the Zoom link for the Leadercamp so that it’s ready to start on your screen. Then start a Zoom meeting, share your screen, and when you get asked what you want to share, choose the browser window with the Leadercamp ready to play. Select **Share** and enjoy! Be sure to contribute to the discussion in the chat feature.

##### For Individual Viewers

Watching alone this time? No problem. Click on the Zoom link in Percipio for the Leadercamp and begin watching. Get the most out of the event by participating in the conversation via the chat feature and by taking notes. And don’t forget to ask any questions you may have during the Q&A session.

#### APPLY WHAT YOU’VE LEARNED

Answer these questions to reflect on the Leadercamp and reinforce the ideas, practices, and strategies you’ve learned.

Can you recall a recent change you experienced? How did you feel about it?

How did understanding the distinction between change and transition help you navigate the change you reflected on?

What is your personal change style, and how does it impact those around you?

Can you share an example of how your change style influenced your experience of a recent change?

****What are the two key takeaways you identified from the group discussions that you can apply in future changes?

What practical tips did you learn for leading your team through change and transitions, and how do you plan to implement them?

How can you use the framework you learned in this workshop to better support your team through future changes?