



THE
CHANGE
NAVIGATION
COMPANY

Customized Training for Organizations & Leaders

www.changenavigation.co

LEADERSHIP TRAINING OVERVIEW



ABOUT ADRIAN PEI



- Worked in organizational development for two decades, leading company-wide transformations (performance management, core values) for some of the world's largest corporations & nonprofits
- Has led multiple teams and an HR department
- As a consultant, has helped facilitate change initiatives & strategic assessments for many organizations, and serves as a coach to leaders
- Has over 25 years of instructional design and facilitation experience, & has published 3 books
- Graduate of Stanford University & Fuller Seminary

WHY LEADERSHIP TRAINING?

- A 2024 Gallup study showed that global employee engagement fell by 2 points to 21%, costing the world economy an estimated \$438 billion in lost productivity.
- Employees are looking for better development & support from their employers to enhance their skills and help them reach their full potential.

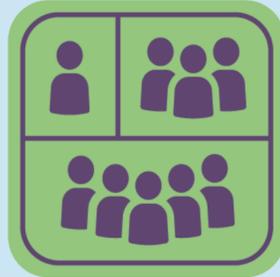
(Harvard Business: Global Leadership Development Study, 2024)

WHY LEADERSHIP TRAINING?

- However, manager engagement is also declining – with managers under the age of 35 dropping by 5%, and female managers dropping by 7%.
- What’s the answer? “The best organizations Gallup studied put manager training and development at the center of their strategy.”

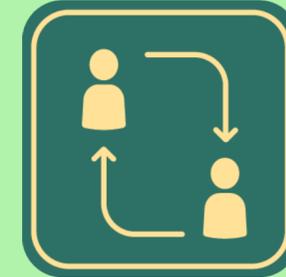
(Gallup, State of the Global Workplace, 2024)

OUR TRAINING IS DESIGNED FOR:



TEAMS & DIVISIONS:

- Division-wide management training
- Team development for intact teams
- Leadership retreats & off-sites



MANAGERS & HIGH PERFORMERS:

- Leadership, communication, & management skill building
- Best practices & resource sharing
- Support & strategic capacity building



ZONE
01

PERSONAL

All things about understanding and improving ourselves, such as our physical and mental health. Change starts with us.

ZONE
02

RELATIONAL

All things having to do with with the relationships in our lives, and how we communicate and connect with coworkers and family.

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ZONE
03

ORGANIZATIONAL

All things that have to do with our workplace environment, or with society and broader systems.

SAMPLE TRAINING SCHEDULE

- **Session 1:** Introduction + The 3 Zones of Change
- **Session 2:** The 4 Keys to Change
- **Session 3:** Leading Effective Teams (Part 1)
- **Session 4:** Leading Effective Teams (Part 2)
- **Session 5:** Organizational Leadership & Communication (Part 1)
- **Session 6:** Organizational Leadership & Communication (Part 2)
- **Session 7:** Feedback & Hard Conversations (Part 1)
- **Session 8:** Feedback & Hard Conversations (Part 2)
- **Session 9:** Understanding & Navigating Anxiety in People & Systems
- **Session 10:** Healthy Limits, Burnout, & Building a Strong Support System

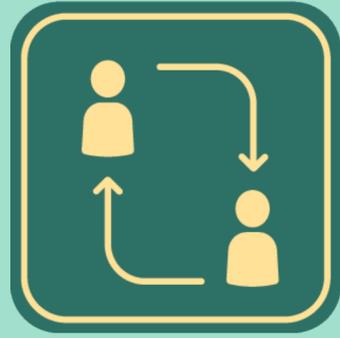
LEADERSHIP SKILLS & CAPACITIES

- Leading effective teams & meetings
- Understanding & influencing change
- Communication & feedback mastery
- Complex problem solving
- Situational leadership
- Root cause analysis & diagnosis

- Understanding systems & effective communication in organizations
- Networking & strategic relationship-building
- Managing work-life balance
- Managing conflict & defusing anxiety

WHAT'S YOUR LEARNING STYLE?





COACHING (ONE-ON-ONE)

- Each session is about 50 minutes long
- Can meet weekly, or at desired pace
- We focus on your needs and realities
- Access to Change Navigation PRO[©] curriculum





COHORTS (TEAMS & GROUPS)

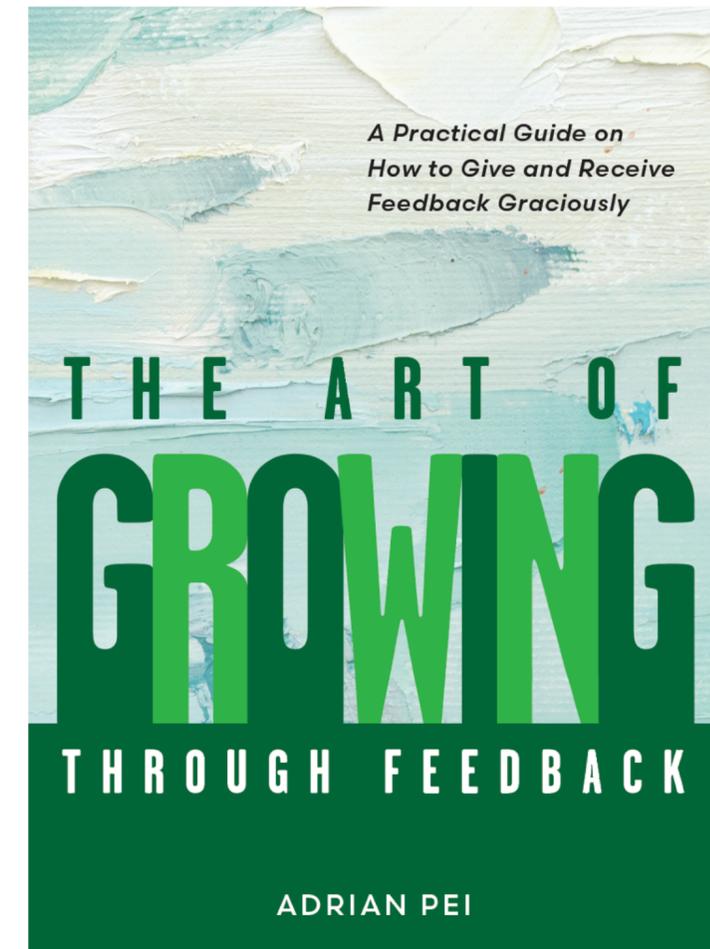
- 5-7 people in a cohort
- We meet once or twice a month
- Each session is 90 minutes long
- Teaching + workshopping + resource sharing





WORKSHOPS & CONSULTING (ORGANIZATIONS)

- For larger groups, organizations, & churches
- **Workshops:** are about 2 hours long, topics are customized to your needs and include interactive discussions
- **Consulting:** I help organizations and churches diagnose issues & barriers to effectiveness and change; and make a strategic plan for sustainable change



LEADERSHIP SUPPORT MAKES THE DIFFERENCE!

WITHOUT LEADERSHIP...

- The culture gets worse
- Top performers leave
- We lose clarity and motivation
- We miss our window to grow and influence

WE WILL HELP YOU TO:

- Lead with clarity & confidence
- Handle hard conversations with wisdom
- Get your team more aligned and engaged
- Grow in your own leadership & influence
- Feel less alone in the work you're doing

**Change is
everywhere.**

**Leadership allows us
to navigate it well.**



**Connect with me:
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