



**The world has changed.
Your organization is trying to adapt and transform.
Your people are stuck.**

**We Help Leaders and Organizations
Embrace Change, Transform, Reinvent, Grow.**



Embrace The Chaos

WORKSHOP EXPERIENCES



We design and deliver Change Workshop Experiences that help people and organizations get unstuck and move forward.

- ✓ Feel better about uncertainty
- ✓ To be more open to new ways of working & thinking
- ✓ Regulate their own anxiety and emotions
- ✓ Owning it & having personal responsibility
- ✓ Taking action to move forward

Our approach is to design Change Workshops that focus on the Human Experience and how we experience the world as whole people - through our intellect, subconscious, emotions and body.

In order to move forward, we need to align our whole person with the change.

Because we believe that people don't change because they're told to do so.

People change because they make a CHOICE mostly based on emotion and feelings, not logic and reason.

Learning Objective and Outcome

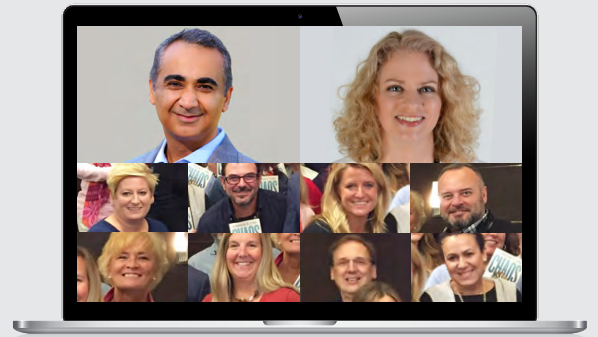
To move people from a sense of discomfort toward embracing change.

Our Method

Understanding limiting beliefs and turning them from negative to positive, transforming losses into opportunities.



Live Streaming Workshops for Teams



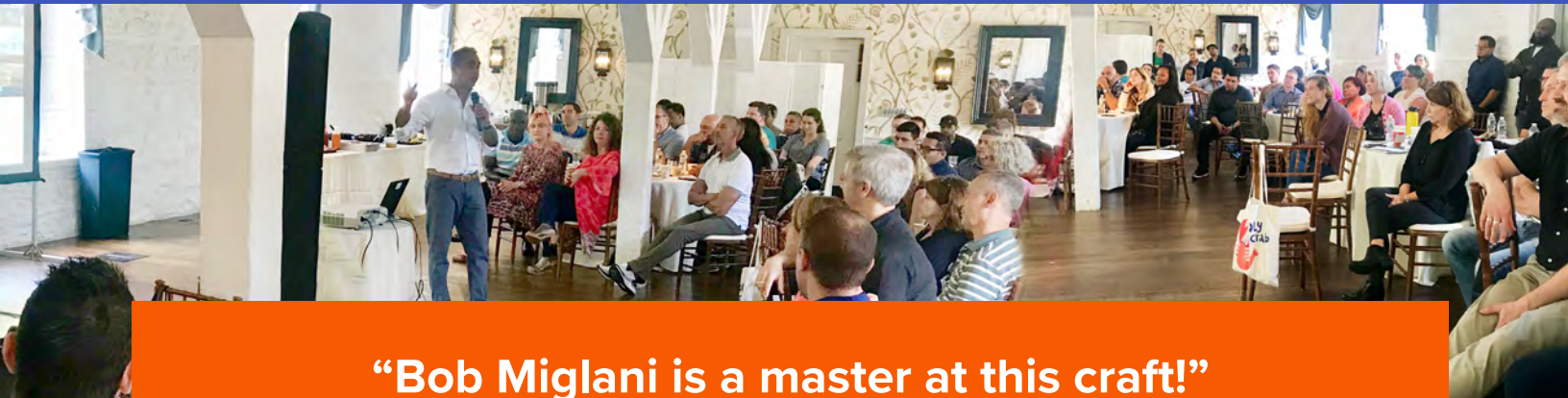
Customized Change Workshops For Different Organizational Needs

Harmonize Post-Merger Organization

Overcome Obstacles to Change

Redirect Uncertainty to Opportunity

Create a Change & Growth Mindset



“Bob Miglani is a master at this craft!”

Liz Lucadamo, Learning and Development Leader - Whole Foods Market





Harmonize Post Merger Organization

THE PROBLEM

Disengagement, mistrust and lack of focus often result post merger.

Typical post-merger integration efforts focus on headcount reductions and synergy savings at the cost of potential revenue growth. This focus on the numbers, along with numerous, disparate, top-down edicts, leaves employees feeling a loss of control, confused about future, and, sometimes, even dehumanized.

While the outcome of synergies are often realized quickly, the resultant demotivation, disengagement, and distrust often linger and fester, impeding the new organization from realizing its potential for growth. This is because the causes of these feelings are usually ignored - the loss of the many intangible assets an employee has accumulated over the years, like promises, favors owed, reputation, and other goodwill, and uncertainty about their future.

OUR APPROACH

We believe that in order to boost engagement post merger, we need to address what people feel they have lost in the merger first and foremost. If the underlying sense of loss is not addressed, colleagues will be distant, disengaged and slow down the process.

ASKING POWERFUL QUESTIONS DURING THE WORKSHOP SUCH AS:

- What have you lost in this merger?
- What are the intangibles that you care about? Friendships? Camaraderie? Loyalty? Reputation? Promises?
- What choices would you like to have?

THEN, WE REFRAME THE LOSSES AS OPPORTUNITIES FOR REINVENTION AND RENEWAL:

- What were you lacking before the merger?
 - What do you think you can gain with this merger?
 - What future would you like to create for yourself and others?
- We then move forward towards Reinvention, turning what seems like a negative into an opportunity for growth in the new situation.

Overcome Obstacles to Change

THE PROBLEM

While many change efforts start with a vision of where they want to be and a plan to get there, oftentimes, existing barriers to change get overlooked and the implementation fails.

Those barriers consist of both organizational structures keeping employees stuck in their current operating mode, like performance rewards, and internal mindsets that prevent them from moving forward, like stress or information overload, which hog people's mental capacity for new behaviors.

OUR APPROACH

We believe that in order for change to stick, we first need to identify and remove the organizational barriers that may be impeding progress, like reporting structures and performance rewards. We'll map these out and develop a plan to address them.

Once we've identified organizational barriers, we'll begin examining limiting beliefs and mindsets and experiment with adopting new ones.



Redirecting Uncertainty Into Opportunity



THE PROBLEM

Radical transformations require creative thinking and a mindset of experimentation, which is often suppressed by fear.

Radical transformation requires innovation and creativity, and creative thinking requires both a sense of security and optimism for the future. However, when we face uncertainty, we often fall prey to fear and default to the past way of thinking because it gives us comfort and certainty. This closed mindset is characterized by:

- Internal focus / myopia
- Habitual behaviors
- Shock, discomfort, denial - unproductive reactions
- Fixed state mentality
- Overwhelmed by complexity

OUR APPROACH

We believe that people possess a tremendous capacity for creativity and change, under the right circumstances. We use story telling as a method of identifying the right conditions for individual change, including emotional, intellectual, and psychological needs, and then use those stories to build resilience and optimism.

We also believe that creativity is easy to achieve with intuitive techniques like modeling, thought experiments, and leading by curiosity and we conduct some simple exercises that alter perspective and expand people's repertoire of behaviors.

FOR ORGANIZATIONS FACING:



Embracing a Change & Growth Mindset



THE PROBLEM

People are stuck in the past, resisting change and impeding the organization from moving forward

At the root of the resistance to change lies the notion that we have lost control of job & career. People need to feel like they have control & certainty.

Colleagues resist change in subtle ways, hindering efforts to grow. They may say the right things but their behaviors return to their old routines. Or they may find excuses for why the change

“We tried that but it didn’t work.”

“We don’t have enough resources to do what you’re asking me to do now.”

Lack of engagement or interest in new initiatives, being proactive or delaying decisions impedes progress frustrating other colleagues and management teams.

OUR APPROACH

We believe that people don't change when they're told to. They change through self-discovery and choice. The impetus to embrace change must come from within, often sparked by dialogue and an interest in listening.

IN ORDER FOR COLLEAGUES TO BE OPEN TO CHANGE, THEY MUST:

- 1 Let go of the past mindset and ways of working
- 2 Accept that while they don't have control over the change - they do have control over the actions they take - and the mindset they have
- 3 Reduce overthinking and overanalysis
- 4 Re-Imagine a New Future that pulls them forward
- 5 Take action





Testimonials

It was wonderful to work with Bob. Not only was he a lively, engaging and a wonderful speaker facilitator in how he managed the messages around change, but his style of engagement prior to and in preparation of the engagement was unparalleled.

Staff were very well engaged and we received a lot of great feedback from our employees about the positive impact Bob made. It was an honor to have Bob be a part of our organizational change journey.

- Dr. Michelle Murray, CEO/President, NEXUS

“You knocked it out of the park. Your questions caused a sea change, a radical AHA....Karen, you are so such a rarity.

Not only are you smart beyond compare, your ability for reflection, seeing the flaws, and the humor of it all have been an inspiration.”

-Barbara Quinn, Conference Board of Canada

Bob Miglani delivered an amazing Embrace the Chaos experience in speaking and the workshop he did for our organization.

Bob’s depth of experience plus powerful stories really connected with our group who recently merged as one company - and inspired them to move forward despite the change and disruption to - Embrace the Chaos.

-Matt Campion, EVP Client Solutions, Schlesinger Group



Workshop Leaders



BOB MIGLANI

- ✓ Bestselling Author of *Embrace the Chaos* and *Make Your Own Luck*
- ✓ Ex-Pfizer Inc. 23 years
- ✓ Created a new division at Pfizer
- ✓ Led teams through acquisitions and mergers and organizational change
- ✓ Managed colleagues in multiple countries
- ✓ Served on the Management Team at NASDAQ listed company
- ✓ Successful experience of reinventing teams in complexity and uncertainty



KAREN PHELAN

- ✓ Bestselling Author of, *I'm Sorry I Broke Your Company*, a humorous dissection of management consulting practices.
- ✓ Expertise in using role modeling to improve communication, innovation, and team building in change workshops.
- ✓ 20 years experience in business transformation with Cap Gemini E&Y and Deloitte
- ✓ Management positions at Pfizer and Johnson & Johnson
- ✓ Holds two engineering degrees from MIT

How We Work With You

We Help People Embrace Change Through the Human Experience of...

Self-Discovery & Choice

ASSESS YOUR NEEDS

Pre-workshop interviews to understand:

- Culture & People
- Vision & Goals
- Problems & Obstacles

01

CUSTOMIZE DESIGN

Create custom agenda, activities, and workbook for your review and feedback.

02

CONDUCT INTERACTIVE WORKSHOP

Lead participants through an engaging self-discovery process to create a personal action plan.

03

FOLLOW UP

Follow up with individuals to assess progress, determine additional interventions, if needed, and get feedback.

04

