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Transform your Company. Your Projects. Your *Team*.
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Strategic Engagement Skills

for Operational Excellence & Quality Professionals
Leading Change



CENTER FOR
STRATEGY REALIZATION
Capabilities for change.

Elevate your team's ability to influence change through 'Strategic Engagement Skills'.

Operational Excellence Executives who guide major business initiatives know from experience that influencing business executives and employees to adjust to a fast-changing environment *is the key to getting results*. 'Guiding others through change' is one of the most critical, and at the same time, most underdeveloped OpEx capabilities. It is also among the most challenging to develop without guidance, and few disciplines cover it in their curricula. **The Center for Strategy Realization** has helped numerous OpEx teams address that gap.

The **Strategic Engagement Skills Program** guides **mid-senior level professionals** to **new levels of capability** by applying powerful influence and engagement techniques that *dramatically enhance personal effectiveness, the ability to develop the business leaders they support, and drive results to the bottom line*. This program is ideal for Operational Excellence, Lean, Sigma, Quality, and Project professionals leading or supporting major organizational initiatives that require behavior change.

" This course hit me like a ton of bricks..."

~ MBB, Operational Excellence, NextEra Energy



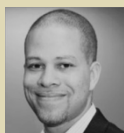
Influence Sponsor Behaviors

Built around a comprehensive set of **change leadership competencies**, this program integrates a variety of interactive methods to reveal the most current and effective ways to deepen presence, frame expectations, and reframe difficult issues. Belts will be better equipped to effectively influence sponsors, leadership teams, middle level managers, and employees to engage in the behaviors necessary for success.

The in-depth, **2.5-day on site workshop or 8-week virtual live curriculum** is designed for professionals committed to becoming effective influencers, successful relationship managers, and great coaches. *The course teaches the full range of skills needed to guide others through change.*

Most importantly, the program is specifically designed to teach strategic engagement skills *intuitively, through situations and conversations that OpEx professionals deal with every day.*

With a practical and easy to apply approach, it focuses on modeling the *actual words and techniques* required to support others in leading real world change.



" Changed the way I approach projects. Change leadership will catapult our careers!"

- Joeri C., Manager Corporate Operational Excellence, & MBB, **Florida Power & Light**



"Perfect blend of empirical and science-based content expertly packaged & delivered... increased the quality of the results I would have been able to deliver on my own."

- Rod P., Director, Process Improvement, **CSL Behring**

Dramatically Improve Results

ROI for OpEx Executives:

- ☑ Realize the expected business benefits from major initiatives.
- ☑ Develop the capabilities required to achieve the company's transformation; accelerate results and restore productivity quickly.
- ☑ Build a performance culture that achieves vital goals and objectives.
- ☑ Engage employees at all levels and prepare key talent for future roles.
- ☑ Build the foundation for an agile internal capability that can be deployed to change company culture and drive enterprise goals.

96% Participants who say they will use the techniques *within one week on the job.*

98% Report the skills they learned in the course are *Very or Extremely relevant* to the work they do.

98% Are *Very or Extremely satisfied* with the value they received from the course.

Benefits for Belts & Team Members:

- ☑ Accelerate project results, consistently achieve tough goals, and position yourself in a more strategic role.
- ☑ Effectively coach leaders on how to sponsor and execute change.
- ☑ Develop a reputation for building relationships that help executives achieve what they say they want. Grow your **Professional Net Worth™**.
- ☑ Overcome personal agendas; navigate politics of change with less risk.
- ☑ Communicate and influence skillfully to break down barriers, reduce friction, and influence motivation.
- ☑ Formulate powerful questions that create insights and bring important issues to the surface for resolution.
- ☑ Develop the *gravitas* that is essential to address difficult behavior.
- ☑ Facilitate persuasive conversations that move people to action.

Resolve Your Toughest Issues

High-energy modules immerse your team in relevant concepts and cases through application. **Program content drives directly to the root causes of the most challenging people and sponsor issues on your organization's major projects:**

Enhance Sponsorship Shape behavior patterns for success, support sponsors in creating the compelling change story they must tell, and reframe sponsor objections to expand possibilities.

Improve Belt Role Positioning Move from 'tactician' toward 'strategic advisor'; play a valuable development role with sponsors.

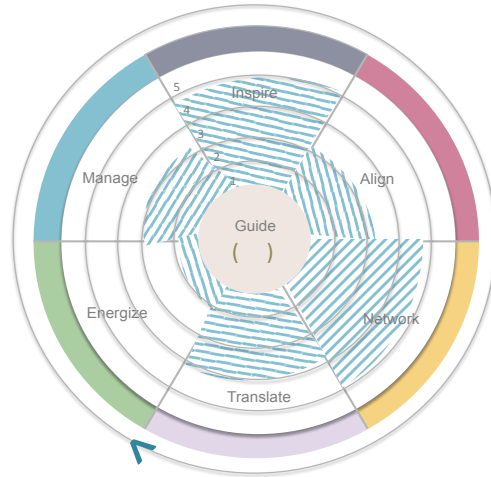
Coach Leadership Teams Learn the incisive questions that align leaders on divisive issues; improve decision making and prioritization; deal with dysfunction and navigate politics.

Build Momentum Shape direction faster; build and guide implementation networks; reduce confusion and conflict.

Strengthen Middle Management Artfully guide people managers to localize change and develop their personal commitment necessary for success.

Drive Employee Engagement Learn the *exact* employee dialogue required for change; address deep resistance and non-compliance.

Develop Accountability Learn strategies to deepen accountability and sustain results through persuasive dialogue techniques and critical project handoff techniques.



Individual Skill & Project Assessments

Discover our intuitive, non-linear approach to leading change that integrates with ANY methodology. Data based assessments enable Belts to pinpoint and address root causes. Done-for-you frameworks, tools, and assessments avoid guesswork and save valuable time.

Accelerate Your Path to Success

Personal Skills Assessment Participants complete a comprehensive assessment of the 28 competencies across the 7 dimensions. This creates a detailed roadmap for development and action planning.

Learning Labs Focused, short-burst modules dive deep into concepts, surface questions, and sustain energy. Application accelerates ROI.

Project Assessment Uncover patterns of project success and failure modes; identify actions needed to address those.

Anytime/Anywhere Access In addition to in-class materials, receive access to a private portal available 24/7 on multiple devices to ensure constant access to tools: assessments, checklists, frameworks, and conversation guides. All virtual sessions are recorded.

Group Coaching Instructor and peer group create a supportive 'stretch' environment that takes accountability and performance to the next level.

Expert Instructor Experienced implementation leader with deep business acumen shares insights and guides participants through dynamic discussions and practical examples.

Optional: Certification Exam and guided project application (additional 4 months) assure personal mastery of material and ROI for the company.

Enroll your team today.

Class sizes are limited. To enroll, discuss group rates, on-site delivery, or train-the-trainer options, please contact us.

Toll Free: 855-700-4CSR
Online: www.center4sr.com



"You de-mystified the world of change by getting me to focus on human behavior, not on risks or convoluted frameworks. You are a master at de-constructing knotty, amorphous people & sponsor issues."

- Pam S., Strategy & Operations Lead,
Janssen Pharmaceuticals

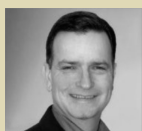
"I was surprised at the amount of practical templates and models that can be utilized quickly...how easily I can take them and apply them today in real practice."

- AVP, Operational Excellence & BB EastWest Bank



"One of the most inspirational and visionary leaders I have had the pleasure of working with!"

- Alison S., MBB & AVP Strategic Change Office
Guardian Life



"You helped me to realize & take action on the sources of dysfunction in our improvement efforts and prevent them from reoccurring in the future."

- Mark E., Global Director, Enterprise Business Services,
& MBB Johnson & Johnson

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“Working with you has been invaluable to my career. I learned practical skills & subtleties that cannot be gained from a classroom or book. You are an amazing teacher and mentor... able to inspire & guide individuals at all levels of the learning curve.” - Irene K., Senior Engineer & MBB

For More Information:

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