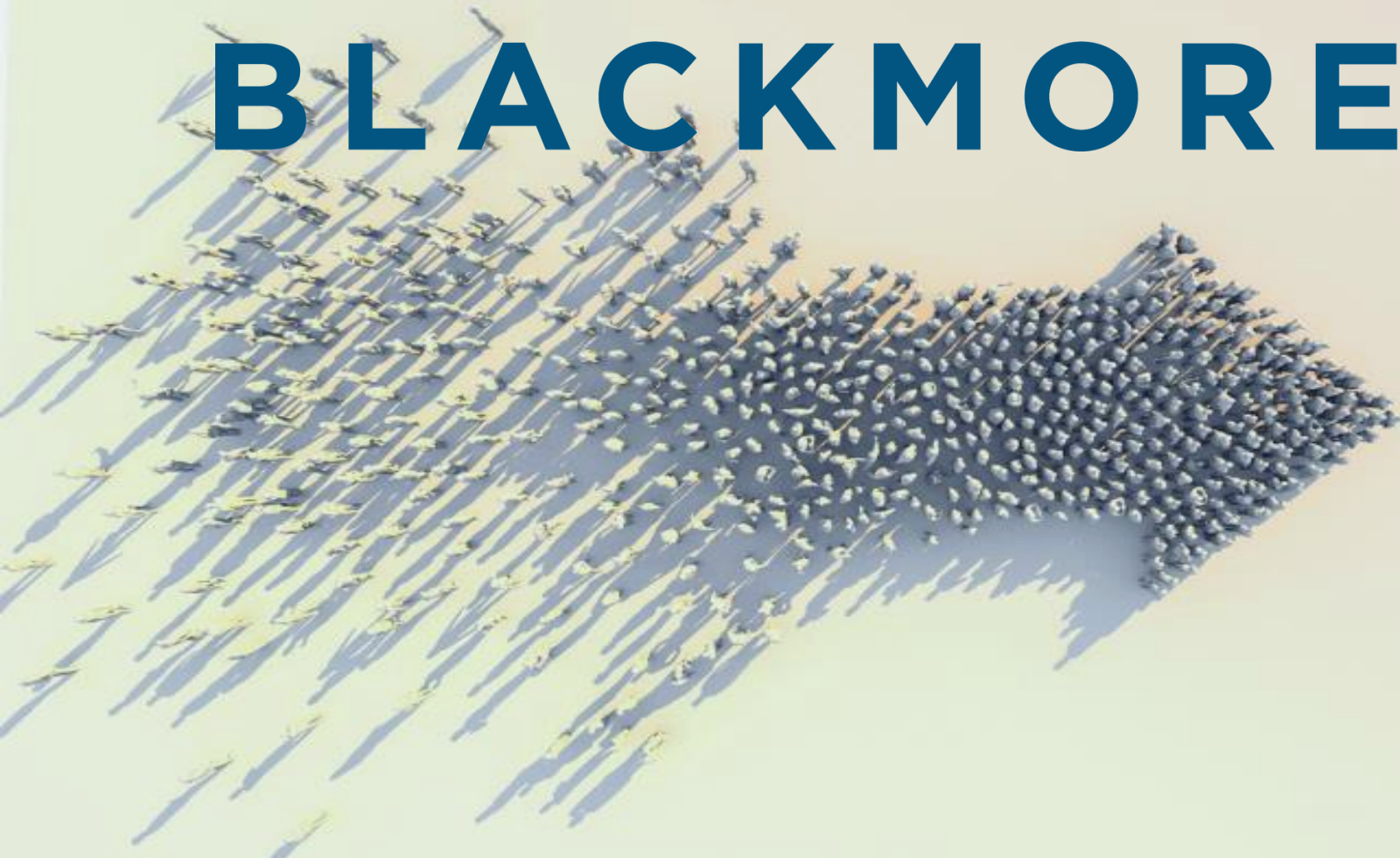


BLACKMORE FOUR



**KEY INGREDIENTS FOR EFFECTIVE
CHANGE LEADERSHIP**

ABOUT US

High-impact performance consultants with experience of working with complex organisations and businesses on the cusp of change or rapid growth.

We work with business leaders to identify and define leadership, management and organisation challenges, designing and delivering solutions that work for your business.

We focus on your future ambitions rather than historical challenges and help you navigate change, developing leadership and organisational capabilities to improve the overall effectiveness of your business.

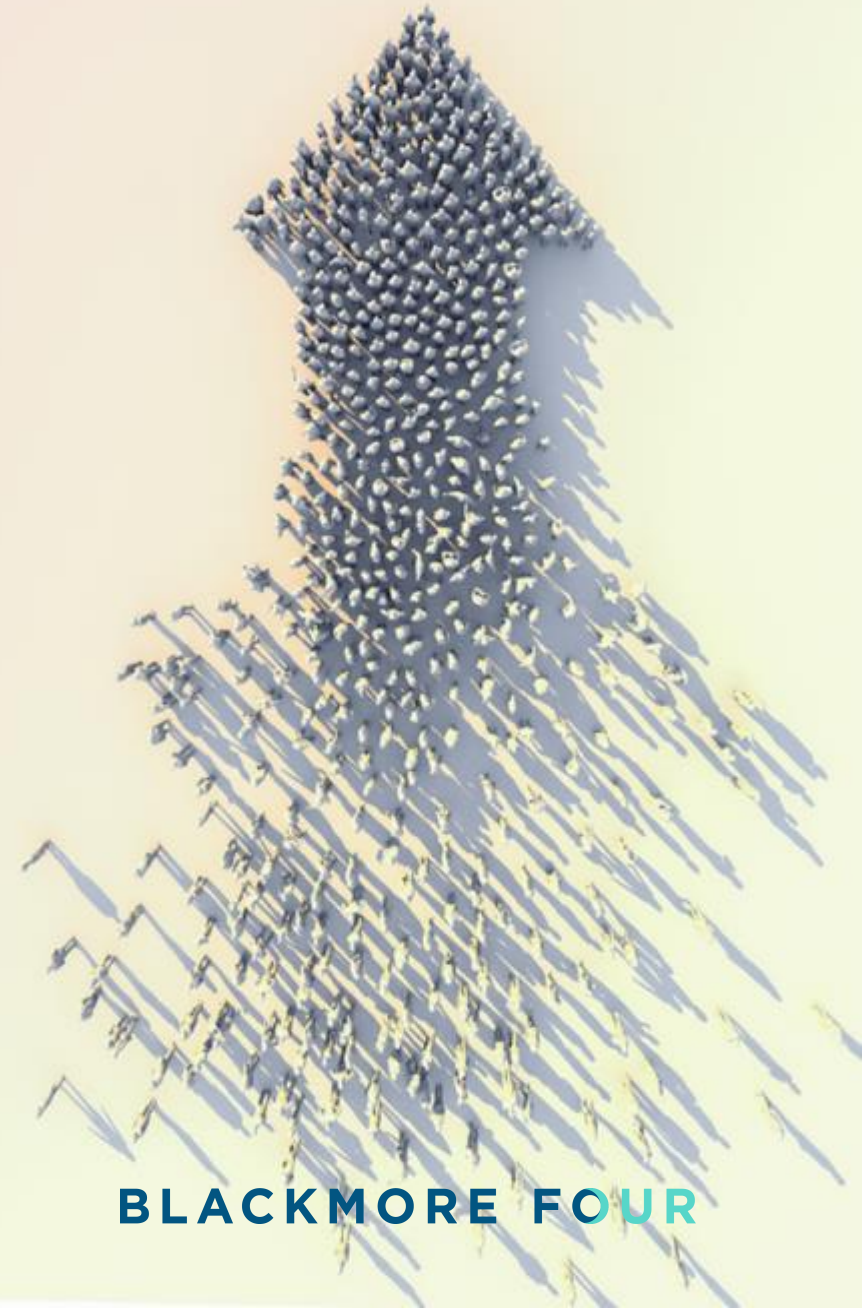
At Blackmore Four, we work with you to deliver real and sustainable change.



BLACKMORE FOUR

Today's session will cover:

- The 'change' landscape
- Obstacles for Change Leaders
- Key Ingredients for Effective Change Leadership



BLACKMORE FOUR

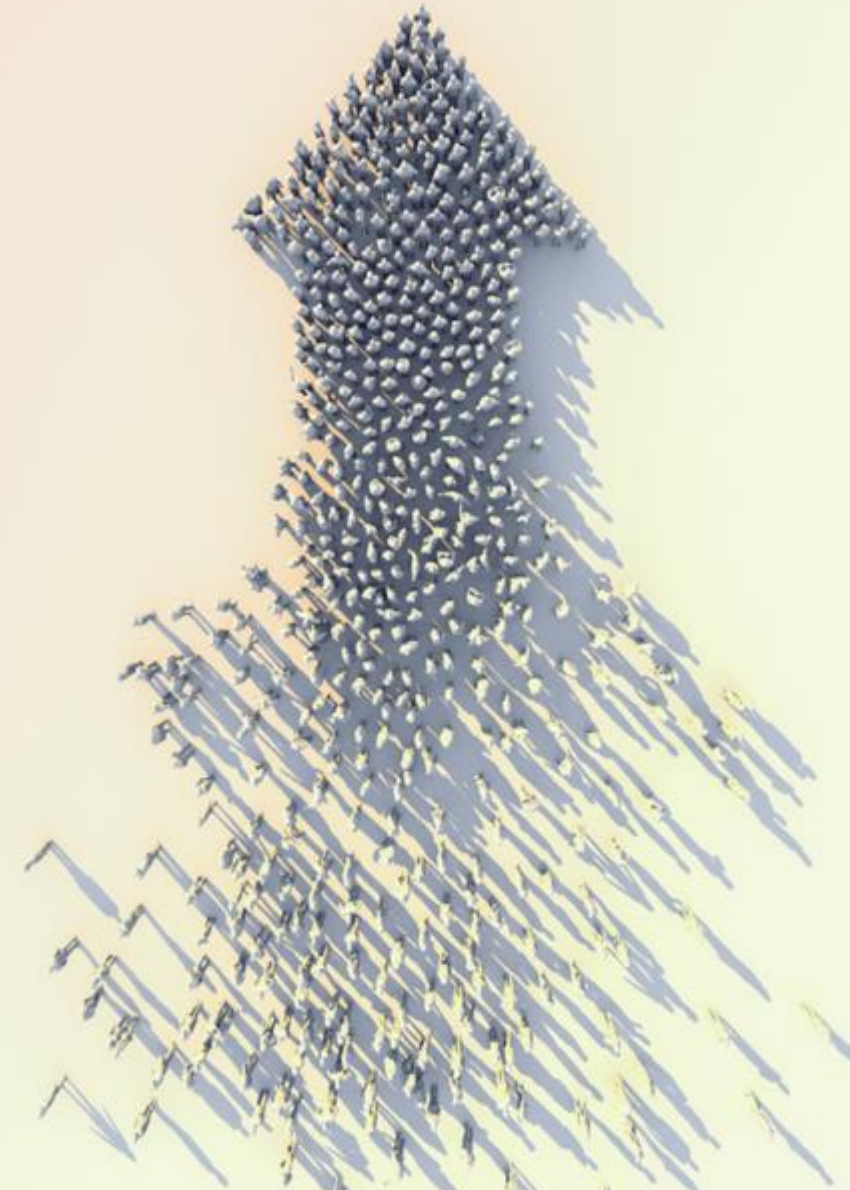
THE CHANGE LANDSCAPE

- Most strategic change programmes fail to meet intended outcomes
- Leading change is getting more complex and unrelenting in pace
- Resistance to change feels like it is becoming more opaque
- The change fog



OBSTACLES FOR CHANGE LEADERS

- Lack of clear definition
- Lack of clear progress and timely feedback
- Impersonal and overly generalised communication
- Hierarchy



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THE KEY INGREDIENTS FOR EFFECTIVE CHANGE LEADERSHIP

INSPIRE



```
graph TD; A[INSPIRE] --> B[INVOLVE]; B --> C[SIGNPOST]; C --> D[PERSIST]
```

INVOLVE

SIGNPOST

PERSIST

THE KEY INGREDIENTS



Inspire Commitment

- Communicate your vision of what's on the other side of change
- Check people understand the need for change



Involve

- Simple, clear communication that responds to needs
- Inform, educate and update in a timely manner
- Gather, use and respond to feedback throughout the process



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THE KEY INGREDIENTS



Signpost progress

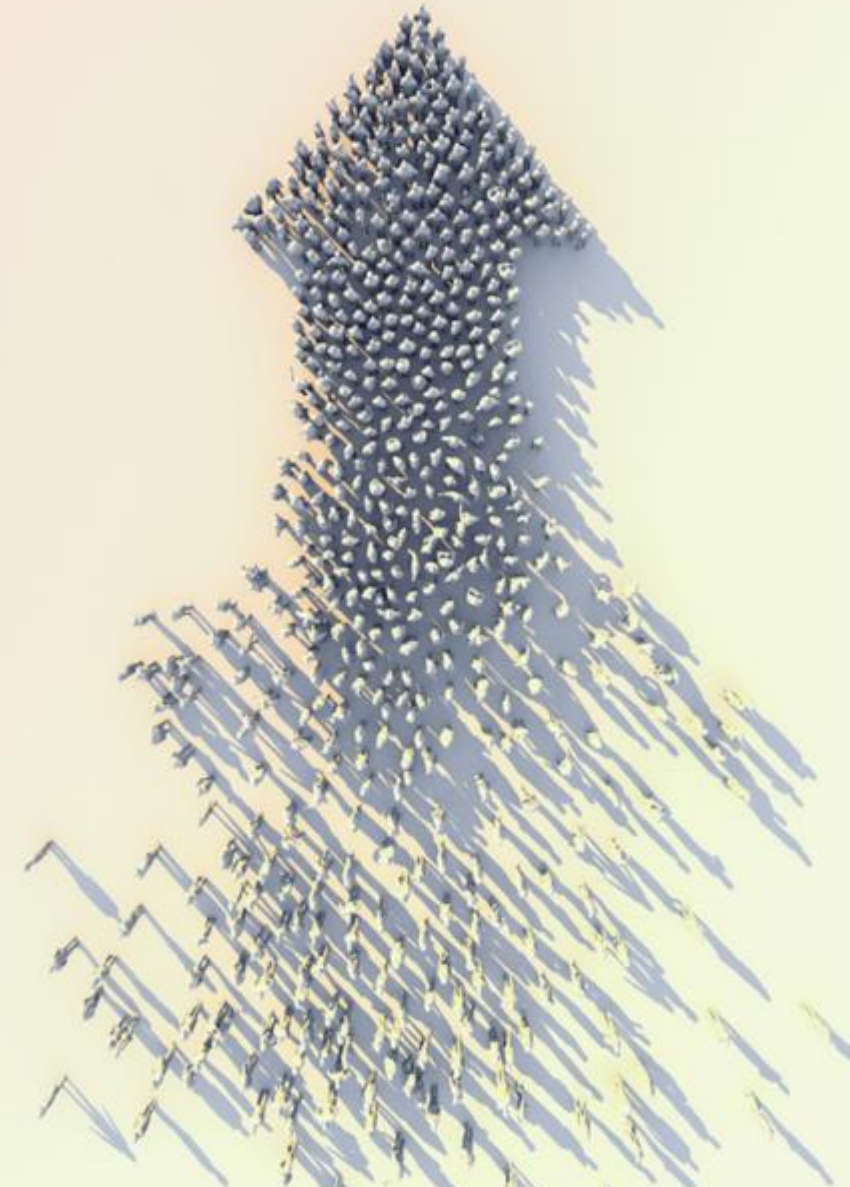
- Set goals or targets in bitesize chunks
- Take stakeholders on a journey with relevant milestones



Be determined and persistent

- Most change programmes fail due to loss of enthusiasm
- Keep all stakeholders engaged, informed and energised

...but also, be prepared to pause, cancel or pivot



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Let's talk

Bring us your organisational change challenges.

Let's create high-impact solutions to tackle them, together.