

SALLY|HENDERSON

Change Mentor

The 3 C's for Successful Change at Work.

Greater Leaders. Better Business. Richer Lives.

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HOW DO YOU MAKE SUCCESSFUL CHANGE AT WORK?

There is one thing that we all have in common, whether we're the CEO of a global organisation or a Graduate entering the world of work for the first time.

What is it, I hear you cry? We are dealing with unprecedented levels of change - and it's only going to get faster and more complicated.

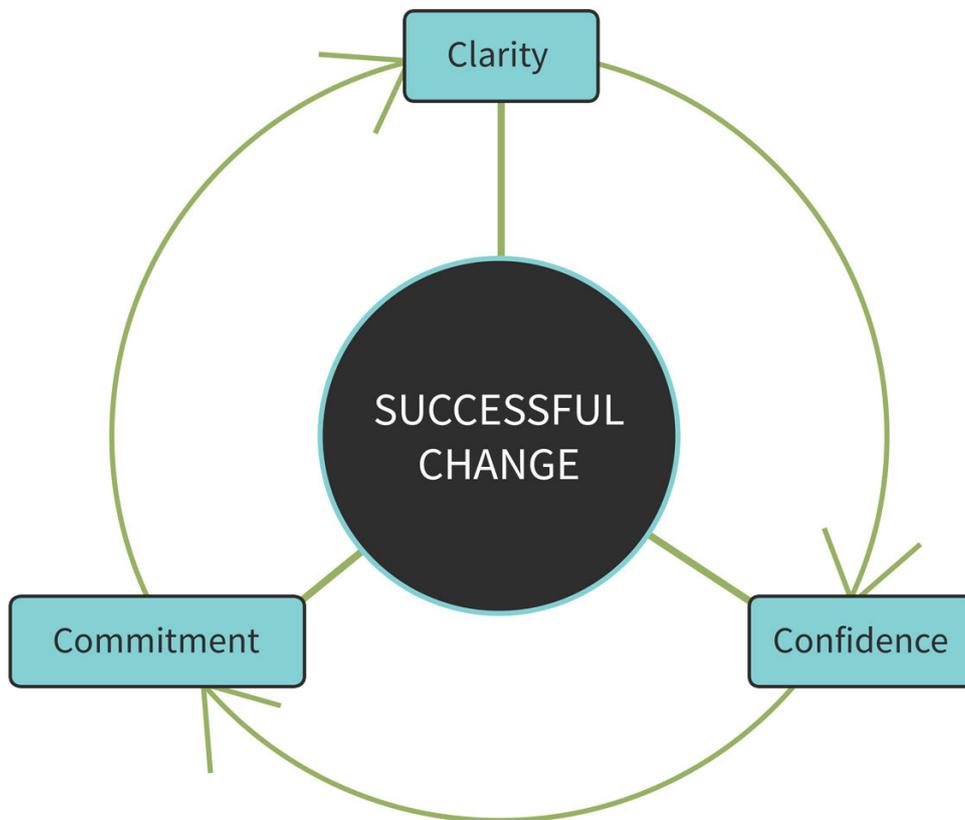
Yet, shockingly to me, we are not teaching people how to set about making change well at work. We are trusting in old, highly ineffective methods - that of trial and error, and chance.

Whether you get equipped to make successful change at work is largely down to your personality, outlook and the hand of cards early work dealt you in terms of the leaders you learnt from, both on a conscious and subconscious level. If you are lucky, you get the inspiring confidence and capability boosting role models.

Unfortunately for most us, we get the fear-led, stressed-out, and sometimes downright toxic role models that plant weeds over seeds in our beliefs about how leaders behave and how to manage change at work well.

I would like to change this and offer you some of the nuggets I have picked up from my 23 years' advising world-class creative organisations and leaders on how to make successful change at work.

I am also drawing from the many mistakes I have made as a business owner, leader and change-agent, so this isn't glorified theory but hard-won lessons!



These three beauties are the cornerstones to making successful change at work - keep reading to find out how!

1. CLARITY

Most organisations and people set about making change without being clear on what the change is they wish to create, and why they want this.

I know it sounds daft but, trust me, I have seen this in normally 80%+ of cases over my career. People are in too much of a hurry to make change happen. They convince themselves action is better than inaction, and that the sheer act of setting about change will bring the right change. This very rarely works out, my friends.

So be the opposite, and **have the bravery to pause to work out what is the change you want to make**, and get clear on this before you start changing anything.

2. CONFIDENCE

Clarity is pointless without the confidence to act.

This is where we can get very messy when it comes to making great change at work, as we open up the glorious world of emotion. Yes, I said the E word. Emotion. I have a saying: “we are all beautifully human”, meaning we are not robots, but have feelings and needs. **Understanding the emotion behind change is vital to create successful change.**

Whatever the underlying emotion is behind the desire for change, it will have a massive determining impact on the success and possibility for the change.

My first business, The Career Company, which I ran for 7 years, was very “successful” in many ways. Yet, I was never truly happy or comfortable in running it. The main reason? The founding emotion behind that business was one of frustration. Frustration that, back then, I couldn’t find what I really wanted to do, so I did what I knew.

Your emotions need to be feeding into three ports to make successful change at work. What I call Growth Need, Heart Need and Money Need. If you miss one then you are limiting your options and setting up for restricted, or even ineffective change, and a pretty miserable time to boot!

3. COMMITMENT

So, we are:

- Clear on what we want and why we want it,
- Confident on how to move forward with positive emotions and our subconscious chatter in check.

But we can’t get the pompoms out to cheer yet, as again, these two are pointless without the third amigo of the 3 C’s for Successful Change at Work: Commitment!

Change only becomes change when accompanied by a great plan and some action. And **your plan must feed your professional values to motivate you to be brave and bold in the first place.** (A quick aside, **[do you know your professional values?](#)** It’s a great place to start to shape your future goals and how you will deliver them).

Be aware that change is an energy-hungry beast and a very demanding partner at times. To ensure consistent commitment, **enrol a great team of supporters into**

your world, so you can stick with the plan when the going gets tough.

Finally, on commitment for this eBook, a great quick way to sense-check your true commitment is to give it a mark out of 10 in terms of how committed you really, and I mean *really* are, to setting out on this voyage of change.

Anything less than 7.5, and you haven't worked through the process properly. That's ok, the answer is in one of the 3 C's for Successful Change at Work -it's just a question of looking again with the right support (here's where mentoring and coaching really fast track successful change).

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I have used The 3C's for Successful Change at Work on thousands of people and hundreds of organisations, and it is proven to work.

With my help, I have seen people make career moves that were deemed impossible at that time, leaders break through huge emotional blocks to become the best version of their unique leadership powers and companies shift from being toxic melting pots of emotional confusion to hungry ambitious winners with a compelling culture.

What change are you going to make? Whatever it is, I hope the 3 C's for Successful Change at Work will be great amigos on your journey!

DISCOVER HOW I CAN HELP YOU, YOUR TEAM & ORGANISATION
GET GREATER RESULTS FASTER

DISCOVER MY
CHANGE MENTORING
PROGRAMMES

BOOK YOUR
DISCOVERY
CALL

BOOK YOUR
LEADER / MD
AUDIT

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ABOUT ME



Greater Leaders. Better Business. Richer Lives. This is what I create for my clients.

My approach is best suited to successful ambitious leaders & businesses (see below) who know they have more to achieve & give, and want to fast-track opportunity.

I will help you grow your business, your leadership, influence & potential. My unique approach to Change Mentoring has proven over 24 years to transform leadership & performance.

I help decisive senior leaders change how they think, feel & act, to achieve greater results faster.

The result? Incredibly powerful & unique insight in a very short space of time, enabling you to learn not only what is blocking you, but also what options are available for your own growth & that of your business.

I will equip you with bespoke tools & techniques that make successful change a reality.

“Straight-talking, charming & works her socks off. My go-to place for coaching & development,”

Ije Nworie
(former) Global CEO
Wolff Olins

“Sally has that very rare combination of edgy commercial astuteness blended with incredibly powerful intuition which makes her mentoring sessions extremely valuable.”

Carole Gaskell
CEO & Founder
FPG Group

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