**Overview**

*If a leader is not leading change, then what are they leading?*

This two-day workshop is based on the CoHero Change Cycle, a *unified* model encompassing all aspects of previous change and learning models. It is the first strategic business model designed specifically to support and develop Learning Organizations. Instead of memorizing process-steps or surface-level attributes of leadership, participants will learn the underlying psychology of change, recognize the importance of specific leadership attributes related to leading change, learn about their leadership styles, and appreciate the value of cognitive diversity and collaboration in driving change.

**Approach**

While conventional leadership programs include process models, personality profiles, and leadership qualities as separate concepts, the CoHero approach uniquely combines change methodology with personality analysis. This powerful combination supports *collaborative change leadership*, and helps organizations produce strong leaders, powerful teams, and extraordinary results.

**Pre-workshop Activities**

Prior to the workshop, participants should complete a 40-minute self-assessment survey online, which will produce their strength-based CoHero Leadership Framework Profile (CHLFP) report.

**Key Workshop Objectives**

- Describe the relationship between change, management, and leadership
- Describe the six phases of the change cycle and the underlying drivers of change
- Compare transformational and transactional activities and leadership requirements
- Describe how the CoHero unified model of change compares to other process models
- Identify the problems and opportunities within the twenty disruption types
- Describe the concept of Cognitive Diversity and the six CoHero Leadership Personas
- Identify the benefits and challenges of working with different personas
- Explain the three key types of collaboration breakdowns within teams
- Demonstrate "Leading with Questions" for each phase of change
- Use the CoHero Methodology for Transformational Change

**Additional Information**

For questions on pricing, scheduling, and content, please visit our website or contact our cofounders:

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