



Leading With Change



The
**Power
Within**[®]

A Comprehensive Journey to
Organisational & Team Transformation



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About Us

At The Power Within Training, we're dedicated to redefining leadership excellence.

For years, we've been guiding individuals and organisations to discover and refine their unique leadership approach through our bespoke courses.

Our philosophy is grounded in the latest advancements in neuroscience and cognitive and social psychology. This fusion of science and strategy helps you to find your very own leadership style.

Joining our leadership training journey means embarking on a path to think **bigger**, be **better**, and achieve **more**. Our courses go beyond conventional tests.

We cultivate focused, prepared leaders who are deeply committed to fostering a positive and productive team environment.

Our commitment is to facilitate your growth and transform how you and your business confront and overcome future challenges.

We champion accountability, resilience, and adaptability in the face of change.

At the heart of The Power Within Training is a passion for igniting and nurturing tomorrow's leaders. We're dynamic, compassionate, and relentlessly pursuing positivity and lasting impact.

We believe in challenging and expanding your perspectives on business, teamwork, and personal growth. With us, you'll unlock your unlimited potential and set the stage for achievements that surpass even your wildest dreams.

Join us, and let's make real change that lasts.



Our Method

At the heart of our approach lies a profound insight into the human condition, bridging the latest in neuroscience with ground-breaking discoveries in cognitive psychology.

This intersection reveals the key to unlocking our potential, opening our minds, and achieving unparalleled success: **Motivational Intelligence**.

Motivational Intelligence (MQ) is the art of overcoming negative thoughts and self-limiting beliefs to overcome obstacles and achieve goals.

It's a concept rooted in the most pivotal and extensively researched areas of social psychology, earning awards such as a Nobel Prize and being hailed as one of the twentieth century's top ten scientific breakthroughs.

But what truly sets Motivational Intelligence apart is its ability to answer the fundamental questions of 'why?' Why do some individuals excel where others falter?

Why can some adapt effortlessly while others are paralysed by change? Why do some give up at the first sign of challenge, whereas others persevere against all odds?

Success is not solely determined by intelligence quotient (IQ) or emotional quotient (EQ). The real game-changer is a high MQ.

This form of intelligence weaves through every monumental human achievement, every overcome challenge, and every story of resilience.

The stark difference between those who succeed and those who struggle lies in their level of Motivational Intelligence.

Recognised as the third and most impactful level of human Intelligence, MQ is the cornerstone of our methodology at The Power Within Training, empowering you to go beyond your limits and craft a legacy of success.



The Science Behind Motivational Intelligence

We define Motivational Intelligence as “the ability to motivate oneself and others” and we have identified two primary routes for practising Motivational Intelligence.

First, by identifying and managing negative thoughts and self-limiting beliefs. Second, by identifying and managing human needs. To teach Motivational Intelligence to our clients, we integrate the psychological science and neuroscience of motivation into our training programmes.

Our research has found that the psychological phenomenon known as the growth mindset strongly contributes to motivation and success across several outcomes in the workplace. Therefore, teachings of the growth mindset underpin our training programmes. Beyond the benefits of the growth mindset for driving success in the workplace, the growth mindset has been shown to benefit Equity, Diversity, and Inclusion by increasing the comfort with which people of different groups interact.

The latest neuroscientific research converges upon the theory that the brain is a “prediction-making machine”.

As a result, our training programmes combine this research with research on the psychology of motivation so that we can teach our clients how to leverage their subconscious processes to inspire increased motivation in themselves and others.

Scientific research is not just distilled and taught through our training programmes; it is the foundation.

We draw upon the findings from cognitive science and psychological “intervention” research to ensure our clients remember and apply their lessons in practice, making our programmes not just informative but also highly effective.



Leading with Change

Welcome to 'Leading with Change: A Comprehensive Journey to Organisational and Team Transformation', an invigorating programme meticulously crafted to navigate and master the currents of change within the business world.

In an era where change is not just inevitable but accelerates at a dizzying pace, it takes more than just traditional intelligence to lead—it takes Motivational Intelligence (MQ) leadership.

This course is a unique odyssey into the depths of human intelligence, tailored to arm you with the insight, strategy, and courage necessary to steer your organisation through the uncharted waters of 21st-century business landscapes.

Over four transformative sessions, you will uncover the potent interplay between the cognitive (IQ), emotional (EQ), and often overlooked but pivotal motivational (MQ) facets of intelligence.

Each session is a practical stepping stone towards developing a keen eye for anticipating change, measuring the diversity of thought in your network, and possessing the boldness to relinquish outdated paradigms.

We will challenge you to ask yourself:

1. Where are you looking to anticipate change?
2. What is the diversity measure of your network to implement successful change?
3. Are you courageous enough to abandon the past to drive meaningful change?

These questions are the beacons that will guide our exploration as we delve into the intricacies of MQ Leadership. You'll emerge from this journey not just ready to face change but to embrace it, inspire it, and lead it.

This is not merely a course but an experience — a forge where the mettle of future-centric leaders is tempered.



Our Promise

Our promise to you is straightforward: by the end of this programme, you will possess a clearly defined vision of change tailored for the new era.

A vision robust yet adaptable, grounded in empirical understanding yet soaring with the potential to revolutionise how we perceive and enact change. This vision will be your beacon of hope, guiding you towards a brighter future.

Embark on this thrilling voyage of discovery and empowerment and transform yourself, your team, and your organisation with the power of Motivational Intelligence leadership and become the forerunner of change that this new future demands.

This programme is available with a fully funded option. For more details, please get in touch with your local Scottish Enterprise representative.

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What I loved about the course is its simplicity and the impact of the thinking and tools.

All of the learning is really practical and with some reflection and intention, it is possible to embed it into your organisation to drive real change.

Whatever your role, if you are looking to deliver genuine change, I think you would find this course really **thought-provoking** and **worthwhile** and I would thoroughly recommend it.

- Brenda Malarkey, HR Advisor
at Guala Closures



The Change Dilemma: Embracing Human Intelligence in the Change Process

What You Can Expect: Day 1 Session 1

Welcome to the first step of our journey together. This opening master class explores the crucial role of human intelligence in mastering change.

Discover how IQ (Intellectual Quotient), EQ (Emotional Quotient), and especially MQ (Motivational Intelligence) influence our leadership and adaptability.

Participate in lively discussions about the nature of change and the essential conditions that foster successful transformation.

Topics We'll Explore:

Join us on a transformative journey in "Leading with Change in the 21st Century." Dive into the pivotal roles of IQ (Intellectual Quotient), EQ (Emotional Quotient), and particularly MQ (Motivational Intelligence) in driving change.

Discover why MQ is essential for effective leadership and adaptation. We'll examine the challenges evolutionary changes pose today and how to overcome them.

Our discussions will also emphasise creating the right conditions and mindset for meaningful change, ensuring alignment, buy-in, and focused execution within your organisation.



The Change Dilemma: Embracing Human Intelligence in the Change Process

What You Can Expect: Day 1 Session 2

Continue your journey with us in our second session as we delve deeper into 'The Change Dilemma'.

We'll engage in a reflective group session, sharing personal experiences and analysing case studies to understand how different types of intelligence influence our reactions to change.

Group Discussion: Share insights from personal experiences, focusing on how your IQ, EQ, and MQ have shaped your responses to past changes.

Exercise: In groups, you'll explore a case study involving an organisation resistant to change. Identify the evolutionary factors and the types of intelligence at play.

Activity: Visioning the Change Landscape. You'll envision your organisation post-change, mapping out the expected transformations through the lens of IQ, EQ, and MQ.

Then, discuss the potential impacts on team dynamics, performance metrics, and overall perceptions.

Conclude with a real-life case study, followed by a group analysis to understand the unlimited potential and its significance in leading change effectively.

This session will equip you with a deeper understanding and practical skills to guide your organisation through its transformation journey.



Managing the Change Process

What You Can Expect: Day 2 Session 3

In this virtual session, we shift our focus to the intricacies of managing change effectively.

Delve into why traditional management techniques often fall short and explore alternative strategies that promise greater success.

Understanding 'Managing Change':

Explore what it truly means to 'manage change' and why simply managing change may not be as effective as leading it.

Alternative Focus Areas: Discover the top five areas for highly effective change leadership, including shifting focus, realigning priorities, enhancing accountability, and fostering people development to support the new changes.

Influencing and Leading Change: Learn how leaders can effectively influence change and the key characteristics that define successful change leadership.

Setting Expectations: Understand the importance of setting the right expectations and how they influence the acceptance of change across your organisation.

This session aims to give you a deeper understanding of managing versus leading change, equipping you with the knowledge to set proper expectations and drive acceptance of change initiatives.



Deep Dive into Leading with Change

What You Can Expect: Day 3 Session 4

Join us for a virtual group session designed to deepen your understanding of change leadership. Identify the challenges to implementing your vision and collaborate with peers on strategic planning to overcome these obstacles.

Exploring Key Change Leadership Concepts:

Leadership and Mindset for Change:

Delve into how leadership styles and mindsets influence the success of change initiatives.

Vision Implementation Challenges:

Identify common hurdles in bringing your vision to life and strategies to address them.

This session is designed to equip you with practical tools and insights to lead change more effectively, ensuring that your strategic efforts lead to substantial and beneficial outcomes.

Practical Activities to Enhance Learning:

Activity: 'Mapping the Change Pyramid':

In breakout groups, refine your vision from session two into a detailed change management plan. This includes setting goals, identifying threats, crafting strategies, and defining milestones.

Responsibility and Leadership: Explore how to motivate team members to embrace their roles in change.

The Three Silver Bullets of Leadership:

Learn three essential strategies for leading effective change.

Vision-Centric Management and HPAs:

Align management practices and High Payoff Activities with your change vision.

Activity: Redefining HPAs: Update your list of HPAs to better fit the post-change landscape.



The Essence of Leading Change

What You Can Expect: Day 4 Session 5

Embark on a master class that redefines what it means to "lead change."

Delve into the dynamics of change catalysts and identify key areas for effective leadership.

In-depth Exploration and Interactive Learning:

Activity: 'The Change Catalysts': Uncover the top five areas crucial for effective change leadership.

Activity: Vision and Purpose in Change Part 1: Start by understanding the current state through a structured exploration.

Group Mastermind: Engage in a deep dive during Part 1 to share insights and deepen understanding of the current state of change.

Activity: Vision and Purpose in Change Part 2: Shift focus to creating and effectively communicating your vision.

Group Mastermind: Continue the conversation in Part 2, enhancing your insights and understanding of conveying a change vision.

The Pygmalion Effect: Learn about setting expectations that drive the behaviours necessary to realise change.

This session offers a comprehensive framework for leading change. It focuses on the dual aspects of vision and execution to ensure effective transformation leadership.



Leading Through Change

What You Can Expect: Day 4 Session 6

Conclude our programme with a session focused on embodying the ideal change leader.

Develop strategies to foster a culture of responsibility and self-confidence, which are crucial for leading change effectively.

Strategic Development and Collaborative Learning:

Becoming a Role Model for Change:

Explore what it takes to become an effective role model in the context of change.

Group Activity: "Leading with Change":

This interactive session will help you tackle coaching resistance and enhance your leadership techniques.

Developing a Culture of Responsibility:

Learn how to instil a sense of ownership and accountability within your team.

The 4 Cornerstones of Motivational Intelligence (MQ) Leadership:

Delve into the key aspects of MQ that empower leaders to inspire and guide effectively.

Fostering Self-Confidence and Self-Esteem:

Equip yourself with strategies to boost self-assurance and self-regard, essential for driving successful change.

Programme Wrap-Up and Group

Presentations: Reflect on the learnings and share insights through group presentations, consolidating your experience and preparation to lead change.

This session aims to solidify your role as a change leader, ready to inspire and enact meaningful change within your organisation.



Expected Outcomes

By the end of the course, you will have developed a nuanced understanding of why change is essential in today's organisational and industry contexts.

This deep insight will enable you to identify and leverage the crucial moments when change is necessary.

You'll enhance your skills in evaluating an organisation's readiness for change.

This involves recognising when change is needed and understanding how to strategically initiate and implement these changes effectively.

Your proficiency in overseeing change initiatives will improve significantly. You will learn to manage the dynamics of change adeptly within your team, ensuring smooth transitions and maintaining momentum throughout the process.

Additionally, your leadership capabilities will be notably reinforced.

You will emerge with a strengthened ability to adapt to changing circumstances and a clearer vision for the future, qualities that are indispensable for any leader tasked with guiding their team through times of uncertainty and transformation.

These outcomes will equip you with a comprehensive toolkit, enabling you to take on leadership roles that require effective change management and visionary strategic planning within your organisation.



Key Learning

Understanding Change:

- Comprehend the synergistic effects of IQ, EQ, and MQ in steering change.
- Counter evolutionary tendencies resisting modern change with strategic approaches.
- Utilise practical tools to measure and guide change readiness.

Leading Through Change:

- Master the alignment of leadership and management in advocating for change.
- Communicate transformative visions that inspire and engage.
- Instil a culture of responsibility and assurance in teams to champion change.
- Implement effective coaching and mentorship to support transition.

Practical Leadership Skills:

- Seize present opportunities to stimulate and manage the change.
- Cultivate an aspirational mindset towards embracing change.
- Establish trust, instil confidence, navigate risks, and build resilience.

“

A massive amount of takeaways for me to bring back to my own role. I would **hugely recommend** this to anyone facing the steep climb of leading through change.

- Khalil Safadi, Head of Health and Safety at Scottish Leather Group



Conclusion

The narrative of change is not one written in isolation; it is a collaborative saga that unfolds through the collective intelligence and willpower of leaders and teams.

Throughout the 'Leading with Change' course, we cover the multifaceted landscape of organisational change through the lens of Motivational Intelligence leadership.

We start by understanding the Change Dilemma, recognising that the synergy between IQ, EQ, and MQ can unleash unparalleled potential.

Through interaction and reflection, we learn that the future is not a distant reality but a canvas awaiting our visionary strokes.

As we manage the change process, we reframe our perspectives, moving away from the obsolete and towards innovation.

We embrace a forward-thinking ethos, ensuring our approaches to change are practical, sustainable, and aligned with our core values of courage, potential, learning, and authenticity.

In this course, we ascend beyond mere adaptation; we strive for transformation.

The practical leadership skills you gain from this programme become integral, enabling you to create an environment where change is embraced as a catalyst for growth and success.

Upon completing the course, you'll be equipped with robust strategies, insights, and the confidence that Motivational Intelligence (MQ) leadership instils.

Let 'Leading with Change' mark a pivotal chapter in your professional journey, where you learn to not only manage and implement change but also to inspire and lead it with conviction and innovation throughout your organisation.



The Companies We've Inspired







The
**Power
Within®**

Inspiring the Leaders of Tomorrow, Today

Contact Us Today!

Our team at The Power Within Training are standing by to make sure you get the help you need.

Whether you have a question, are interested in finding out more or looking for a proposal and more, **we're here for you!**



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