



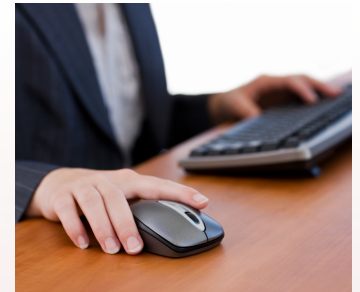
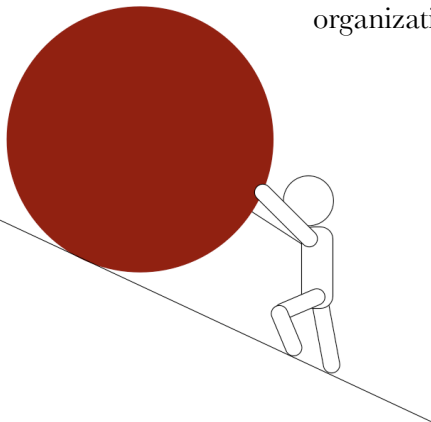
## INFLUENCE CHANGE WITHOUT AUTHORITY

Implementing organizational change is an uphill battle.

Studies show that only 30% of change initiatives meet expectations. When a change agent is involved, the success rate actually *drops*. The reason? Change agents have the difficult task of implementing change without actually having direct authority over the people going through the change.

Whether you are executing strategy, implementing technology, designing process improvements, or transforming culture, your role as change agent is fraught with challenges: Convincing people to try new things. Keeping change a priority. Getting leaders to take ownership. Aligning actions towards desired outcomes. Overcoming resistance at all levels. And yet, despite (perhaps even because of) the daunting task ahead, you want to help the organization move forward.

As a member of the *Influx* Change Agent Network, you will expand your arsenal of influence methods and gain a community of peers to help you push the boulder uphill. Step fully into the role of change agent so you can pull all the pieces together and effectively implement change in your organization.



### In-depth Training

*Monthly webinars examine methods of influence to help you be an effective change agent for your organization.*

### Personalized Support

*Your program host provides individual coaching to work through your immediate challenges.*

### Community

*In group calls and online discussion boards, participants have many opportunities to learn from each others' experiences.*

# Influx CHANGE AGENT NETWORK



## Heather Stagl

*As founder of Enclaria LLC, Heather Stagl equips individuals to lead organizational change through one-on-one coaching, training, and workbooks. Most recently, she conducted a two-year working group for strategy management practitioners at Balanced Scorecard Collaborative. For the previous decade, she was an internal change agent implementing a wide variety of initiatives.*

## Program Details

### Members

Members of the Influx community are mid- to senior-level managers or individual contributors who are responsible for implementing one or more change initiatives within their organizations.

### Working Group Format

As a working group, the Influx community is much more than a training program. Members bring their own situations to the table and work on them over time with a community of practitioners facing similar challenges.

Because interaction and trust are key components of the program, the group is limited to 15 individual members.

### Learning Topics

The working group focuses on three core areas to help members influence change: clarity and focus, personal influence and structural influence. Each

topic includes training, group discussion and exercises. Occasional guest speakers round out the experience.

### Resources

Upon registration, you will gain immediate access to our online community. Member profiles, session recordings and other valuable resources will be available throughout the program to members only.

The online tools also help you to learn and connect with a community of organization change practitioners through discussion boards and live chat.

### Annual membership includes:

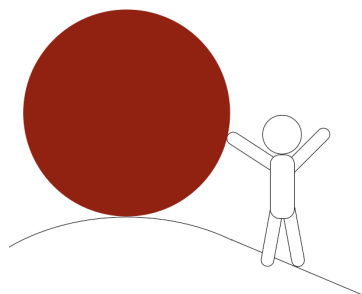
- 10 webinar training sessions
- 12 monthly group support calls.
- 3 hours of individual coaching (3-6 sessions).
- Year-round access to online resources.

### Program Fee

\$2495. **Save \$350 when you register by December 15, 2009.**

## PROGRAM TOPICS

Clarity and Focus	Personal Influence	Structural Influence
Gain clarity around your initiative and understand how change works.	Build up and utilize your ability to influence others on a one-to-one basis.	Introduce large-scale influence strategies to move the organization forward.



**Starts in January 2010!**  
**Register Now at**  
**[www.enclaria.com/influx](http://www.enclaria.com/influx)**  
**or call (678) 644-2886.**