

**There is no one size fits all solution.
Every organization is different.
And all change agents are unique.**

Implementing change in organizations requires a combination of both change management tools and the personal influence to get people to use them.

Enclaria's clients have learned and applied techniques to successfully navigate through key challenges they don't teach you in textbooks, such as:

- Clarifying what really needs to change
- Gaining support from key leaders in the form of words and actions
- Understanding and working through resistance at all levels
- Preparing for high-stakes conversations and meetings
- Keeping short-term fires from trumping longer-term change
- Finding the best path through tricky situations

Contact Enclaria to learn how my personalized solutions can help you implement your change initiative.



Does your role include changing the way other people work?

Chances are, you are responsible for making change happen, but you don't actually have the authority to get it done. You're in human resources, strategic planning, information technology, process improvement, project management... the list goes on. Or maybe you've never considered it your job to implement change, but you feel compelled to make things better – for you, your colleagues, and your company. Either way, you need to influence others to embrace different activities and behaviors, and adopt new attitudes.

My mission at Enclaria is to help you influence change from wherever you are in your organization.



COACHING

Increase Your Personal Influence

Does your project seem like pushing a boulder uphill? Learn how to implement change with more influence, confidence and impact.



PROGRAMS & WORKSHOPS

Make an Impact at Work

Find a number of programs to help you make progress on your change initiative and develop change capability in your organization.



PUBLICATIONS

Do It Yourself With These Guides

My workbooks provide you with step-by-step solutions to some of the most challenging issues facing organizational change agents.

Influence Change Without Authority



About Heather Stagl

As founder of Enclaria LLC, Heather Stagl equips individuals and teams to lead organizational change through one-on-one coaching, programs and workshops, and do-it-yourself publications. Before starting Enclaria, 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, including IT systems, process improvement programs, and strategy execution.

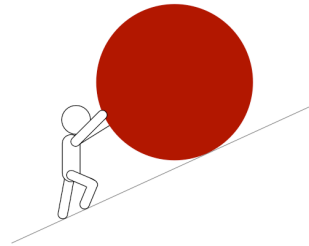
Is this you?

The position of internal change agent – wherever it falls in the organization – can be a tricky one.

You are responsible for influencing the organization, usually without the direct authority to do so.

Leaders are quick to delegate ownership to you, even though they are the ones who really need to own the project. Although it's much easier to maintain control if you handle things yourself, if the organization sees you as the project champion instead of the leaders, they will not take it as seriously.

On the other hand, try to guide (manipulate?) leaders too much into doing what you want and they will resist the idea of being a puppet. Yet, you are in a position that requires you to give leaders feedback that they themselves will need to change, which is rarely what they signed up for when committing to the initiative.



All the while, you are changing the organization at the same time that you are working within it. You are subject to the same culture and processes that help you succeed in the workplace – even though you want to change them now.

You also need to keep track of and implement all the moving parts and levers that you are using to cause the organization to move forward one inch at a time.

And yet, despite (perhaps even because of) the daunting task ahead of you, you have hope for the future and want to help the organization get there. Not just because someone has to do it – but

because you want to be the one who makes it happen.

Sound familiar?

Then Enclaria can help you! There are a number of ways we can work together to influence change in your organization. Call today to learn how!

FREE RESOURCES
FOR CHANGE AGENTS

WWW.ENCLARIA.COM

Blog

Radio Show / Podcast

Webinars

Monthly Newsletter

and a chapter from the
Irresistible Change Guide!

Contact Heather Stagl

**to see how we can work together
to bring about change
in your organization.**

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