



*Create the right changes,  
the right way, at the right time!*

Our Leadership Balance team will develop customized programs and services that turn valuable information into action

The key to success in leadership development and organizational transformation is in the action that's taken from the information. Leadership Balance executes focused programs that address leadership, organizational health, and cultural needs under one integrated assessment and program methodology.

## **T<sup>3</sup> Change Management**

Where are you in this journey towards growth?

Often organizations and consultants alike fail to adequately consider the dynamic complexity of facilitating lasting change within an organization. We facilitate our change management process through three lenses: Transaction, Transition, and Transformation (T<sup>3</sup>) to determine where you are and how are you doing.

### **TRANSACTION**

We understand that you need to implement change while continuing to do business. We help you understand how to maintain your current vital transactions and create a plan to implement new systems or procedures as part of your change management initiatives.

### **TRANSITION**

We see transition as the human factor of change management. All systematic or organizational change requires real transition for the people involved – both behavioral and emotional. We help facilitate effective transitions for your employees so new initiatives are both successful and sustainable.

### **TRANSFORMATION**

This speaks to vision and values, not systems and procedures. It's about "how can we do things better." We facilitate transformational management by providing your leaders with tools and processes that effectively instill new ideas, new vision, and new values across the entire organization. We call this designed thinking for human capital.