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NAVIGATING CHANGE

Empowering & Energizing High-Performance Teams Through Uncertainty

The strongest teams don't just endure change - they stay steady inside it and take action, especially when outcomes aren't clear.

In this practical, highly engaging keynote, Jesse gives leaders and teams a simple framework to reduce blame, regulate emotions, and stay consistent as expectations shift - replacing reaction with ownership and building momentum through clear standards, not perfect conditions.

Are your people operating with confidence through change, or getting yanked around by it?

THIS TALK MATTERS BECAUSE...

Leaders set the tone - especially when things get confusing, frustrating, and overwhelming.

- **Change** is a constant. Teams don't need hype. They need an obvious operating system: ownership over blame, emotional steadiness over reactionary whiplash, and clear standards that hold during the hard days.
- When **culture** slips into blaming, complaining, or making excuses, performance declines and trust erodes **FAST**. Let's get your leaders steering the culture - so your people stay present, communicate clearer, and execute with consistency as changes mount.

KEY TAKEAWAYS

- **Master 3 Change-Ready Mindsets:** A simple framework that keeps leaders and teams aligned, accountable, and action-ready during uncertainty.
- **Break the Blame Cycle:** Shift behavior from blaming, complaining, and excuses into ownership and solution-focused accountability - taking actions creates momentum!
- **Lead with a Wise Mind:** Regulate emotions, reduce conflicts, and improve decision-making when stress spikes and moods fluctuate.
- **Build Standards That Hold on Hard Days:** Define "bad-day minimums" so execution stays consistent - especially when conditions aren't (which is most of the time).

Let's be honest - when **leaders** act like everything's fine while the team is struggling, people stop trusting the message. **Change** fatigue turns into burnout, disengagement, or quiet quitting. Great leadership isn't about having all the answers; it's about setting the **cultural** tone, owning their impact, and creating stability amid changes. When leaders model accountability, emotional control, and clear **standards**, teams don't spiral down; they evolve, **All The Way Up!**

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