



DISTINCT SOLUTIONS

Empowering Leaders to Drive Transformational Change

Change Leadership Intervention Strategies to solve your problems and get on with business—quickly!

LEADING IN AN ENVIRONMENT OF CHANGE

This is a high-impact, interactive, engaging STRATEGIC WORK SESSION designed for Executives and Team Leaders, helping them to build or maintain high performance while minimizing “people breakage.” It is not a program of theory but one of practical, pragmatic, behaviorally-based content. It presents a “new way” of looking at change and how it affects people. **THE WAY YOU LEAD PEOPLE MAY NOT EVER BE THE SAME.** After this strategic work session, you will be able to:

- “Step back” and objectively challenge your existing paradigms.
- Imagine the future. Get creative.
- Assess your change leader behaviors and how your behaviors are affecting your change efforts.
- Engage team members and individual contributors like never before. Lead effectively without authority.
- Manage conflicts and disagreements to your advantage.

AUDIENCES

- HR Departments, Executives, and Team Leaders who want to prepare their organization for change or lead the organization through an already existing change effort. It is highly recommended for intact teams or cross functional teams with interdependent work responsibilities.
- Also for: Conference Keynotes, Association Meetings, and Company Events.

CUSTOMIZED OPTIONS

- This strategic work session is tailored to your unique environment, challenges and problems. It can be customized from a full-day format to a 60-minute keynote.



Through her unique, interactive speaking engagements and onsite seminars, **Carol Kelly** guides HR Professionals, Executives, and Leaders who want to get to the “root cause” of their trouble, turmoil, and transition; solve their problems quickly, save time and money...

Now more than ever!

“Carol helped me to develop and build a collaborative, cohesive team. Originally established as a change team—key category leaders—their performance was critical to the success of the organization’s marketing initiatives, and they were divided and in continuous conflict. After a powerful intervention with Carol, I saw an instant change in their working relationships and the overall working environment improved tremendously.”

V.P. – Marketing
Philips Lighting Company – North America

“We were faced with a massive challenge of merging the personnel from three different hospitals. This required about 1,000 people to be reassigned in work assignments and locations, and it involved layoffs and different reporting relationships. All of this created a great deal of resistance. I have never seen such a paradigm shift in people as a result of working with Carol. I highly recommend her for any tough change effort you’re faced with in your organization.”

Director - Human Resources
Atlantic Health Systems

“As a seasoned, senior marketing executive across several business industries, coaching with Carol proved invaluable. She customized a series of powerful sessions that enabled me to quickly produce a 180 degree turnaround in a critical business relationship. What’s amazing about working with Carol is that she not only teaches you, she also makes you think and creates in you a paradigm shift that instantly changes behavior. She is able to have you see the very things stopping you from reaching excellence that you never knew existed. I know of no other coaching approach that produces as quickly and effectively as the one Carol uses. If you want to move yourself to the next level—get to the place you dream about—working with Carol will definitely make a difference.”

V.P. – Marketing
Philips Lighting Company – North America

“I have been to a lot of training programs within my career and I have never had an experience that had as much impact as the past two days. In most cases, it is always “role playing,” and that is not real life. What we did was real. It was real feelings, real emotions, and most of all, it was the truth!”

Senior Manager
Alcatel-Lucent

“Every now and then someone comes along who has spent a lifetime preparing for what is needed at a particular time. In these times, you need a wise guide who thinks insightfully, presents clearly, is perceptive and compassionate and inspires you to accomplish things you had previously thought were impossible. Carol is the person.”

V.P. – Skin Care
Alberto-Culver Company

Client list includes

Alcatel-Lucent
AT&T
Atlantic Health Systems
Bell Laboratories
Captive Plastics, Inc.

New York Methodist Hospital
Pershing, LLC
Philips Lighting Company
Philips Medical Systems
U.S. Department of Labor

Carol Kelly is a Speaker, Certified Professional Coach, and Strategic Consultant deeply rooted in Change Leadership. As a strategic systems thinker, she is widely known as an “obstacle removal specialist.” She is accomplished in analyzing business and human systems to identify “root cause,” designing and facilitating training and non-training interventions that *strengthen performance cultures* and *unleash the leadership competencies* needed to meet current and future business objectives. Carol’s motto is: “I empower the human system to do its own work.”

Member of International Association of Coaching
National Association of Professional Women



To book Carol now:

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