

Introducing the

# Change Intelligence® Academy!

The Change Leadership Blended Learning Solution

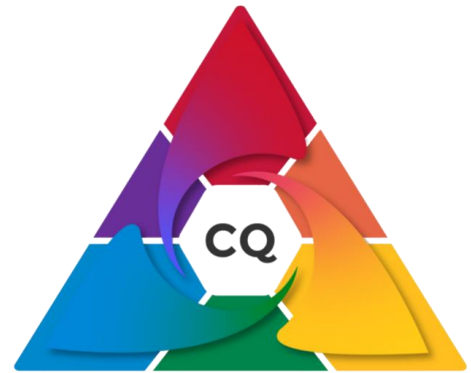
- ? Do your leaders struggle with resistance to the changes your organization needs to make to survive and thrive?
- ? Do your people struggle to get their voices heard in a way that is understood as positive contribution instead of negative resistance?
- ? Are you looking for a way to drive change and engagement across the organization with successful and sustainable results?

If YES, CQ® is for You!

## Explore CQ® for Individuals to Ramp Up Your Change Intelligence®

CQ® for Individuals is suitable for anyone who wants to develop Change Intelligence® to maximize their impact on any change initiative. With CQ® for Individuals, you will:

- ✓ Understand your unique Change Intelligence® style
- ✓ Learn that YOU are a change leader, regardless of role or title
- ✓ Discover your strengths and struggles in leading change
- ✓ Gain confidence in influencing others without formal authority
- ✓ Get your voice heard and acted upon for more successful (and less stressful) change



By understanding your CQ® style, you will be better equipped to align with others, appreciate differences, and leverage those differences for more effective collaboration and positive impact

## Experience CQ® for Leaders to Maximize Your Own and Your Team's Change Intelligence®

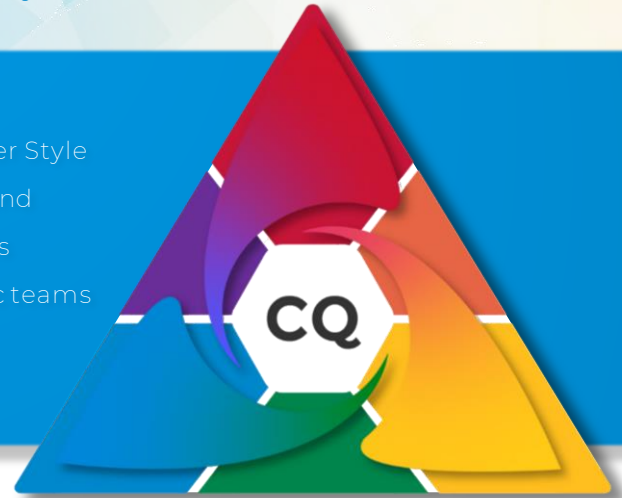
CQ® for Leaders is especially designed for those guiding others through change, whether Executive, Team or Project Leader. CQ® for Leaders will show you how to build individual and collective change capability to set you up for success in any change initiative and all changes to come. With CQ® for Leaders, you will:

- ✓ Understand your unique Change Intelligence® style
- ✓ Address potential challenges in leading change
- ✓ Learn how to adapt your influence approach and tap into the right people and accelerate change
- ✓ Foster a culture of appreciation for diverse styles and alternate perspectives, promoting psychological safety and synergy
- ✓ Improve change readiness, performance, and impact across the organization

Visit [WWW.CHANGECATALYSTS.COM](http://WWW.CHANGECATALYSTS.COM) to learn more

# What is the CQ® System?

- ✓ **Change Intelligence® Book** – 250+ pages of resources for you
- ✓ **CQ® Assessment** – reveal and unleash your unique Change Leader Style
- ✓ **CQ® eLearning Courses** – self-paced, scalable, globally on-demand
- ✓ **CQ® Workshops/Webinars** – develop real-world, actionable skills
- ✓ **CQ® Team-Building** – facilitate psychological safe and synergistic teams
- ✓ **CQ® Certification** – achieve transformational results
- ✓ **CQ® Keynotes** – inspire your audience to take charge of change



## Why CQ®?

Change Intelligence® (CQ®) is a unique and powerful approach empowering people to navigate change with maximum collaboration and minimal conflict, enabling organizations to create sustainable change and change capable cultures.

### Unlock Change Intelligence®

By unlocking the Change Intelligence® in people, you bring out the best they have to offer in any change initiative. Teams feel more connected and cooperate like never before. Organizations reap the benefit of smart solutions that stick.

### Build Change Intelligence®

Building Change Intelligence® starts with our CQ® Assessment and suite of eLearning courses which can be enhanced with in-person or virtual workshops. The CQ® Assessment reveals your Change Leadership Style: your unique blend of leading with Heart, Head, and Hands. You'll also discover how to leverage the strengths of each style:

Engage Hearts so people **WANT IT** and are willing to change

Enlighten Heads so people **GET IT** and are ready to change

Equip Hands so people can **DO IT** and are able to change

Change Intelligence® humanizes change. CQ® gives everyone a greater sense of confidence and competence around their role as change agents, helping them see how they can make a difference. People also understand and respect the styles of others, knowing that it takes all to achieve meaningful, transformational change. CQ® provides a simple but powerful common language to lead change up, down, and across organizations, and around the globe.

### Empower with Change Intelligence®

CQ® plays well with others by complementing and enhancing your existing Learning and Development Programs as well as your Change/Project Management Playbooks, by adding the often-missing ingredient of proactively leading (not merely managing or reactively receiving) change.

Enhance your career by investing  
in your development as a Change Leader!  
Build Change Leadership capacity  
at all levels in your organization!

The Change  
Intelligence® Academy

Visit [WWW.CHANGECATALYSTS.COM](http://WWW.CHANGECATALYSTS.COM) to learn more  
For customized solutions, contact us at [info@changecatalysts.com](mailto:info@changecatalysts.com)