

Riding The Mountain Of Change Rollercoaster

How to Handle the Adventure



**IPMA Eastern Region
2015 Training & Development Conference**

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The Institute for Advanced Development LLC with Larry Iverson, PhD

Since 1979, Larry has personally coached and trained over 1,000,000 people. Including for professional and college athletes, corporate executives and their personnel, universities and government agencies.



His broad scope of work at I.A.D. ranges from enhancing the mental performance of 147 Olympic athletes, to strategic planning and assisting in the implementation of those plans for small companies on up to Fortune 500 leaders, to producing a highly rated television program “*Strategies for Success*”, to delivering keynote presentations, and developing customized training programs.

Dr. Iverson is a leader in the fields of Customer Partnership Strategies, Communication, Professional Effectiveness and Leadership. His expertise results from front-line involvement in retail, wholesale, and service organizations. This knowledge and ability to train others to use critical skill sets, attracts a wide range of audiences and companies to him and I.A.D.

Larry is constantly in demand as a keynote speaker, addressing conferences, and leading retreats. His work blends his background as a Cognitive and Behavioral Psychologist, with proven strategic business principles and practices.

All training’s are fast-action, participation events. Attendees are involved in the learning process through discussions, brainstorming and hands-on activities. People learn best by seeing, hearing and doing. Participants will see a demonstration of the principles and skills being applied by the trainer. They will learn why and how the processes work. They then learn what to do so they can effectively use the strategies themselves.

The leading-edge knowledge, coaching, support and feedback received from Dr. Iverson and associates during and after the training is invaluable. Their goal is to help you thrive in today’s competitive environment. The Institute for Advanced Development programs are designed so that you not only learn what to do and why--*you also know how to do it.*

Our Mission is to empower individuals and organizations, through improving attitudes and actions, which result in highly efficient and effective performance, so they may achieve worthwhile goals.

Contact Dr. Iverson at www.DrLarryIverson.com for custom-tailored keynotes, trainings and team meetings. At the website you can also see his books, CD’s and DVD’s available now. (All products are available in a downloadable format as well.)

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Riding the Rollercoaster of Change

Dr. Larry Iverson

The Law of Requisite Variety

“The part of the system with the most options
will control the system.”

The 5 Professional Essentials

Proactive: _____

On Stage: _____

Multi-Level Communicator: _____

Goal Focused Vision: _____

Continuous Learner: _____

“So often times it happens, that we live our lives in chains,
and we never even know we have the key....”

Lyrics from "Already Gone", by The Eagles, 1974 "On the Border" album

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“To every person there comes a time in life, that special moment, when they are figuratively tapped on the shoulder and offered the chance to do a very special thing, unique to them and fitted to his or her talent. What a tragedy if that moment finds them unprepared or unqualified for the work which would be their finest hour.”

**Winston Churchill
Post World War II**

Winston Churchill’s statement refers to all types of leadership situations. As a leader it is necessary to draw on skills and intuitive processes one has developed through their personal evolution in life and their work.

Frequently we must reach beyond our pure logic systems and rationale for choosing the direction we are going during an incident. The task that could “...be their finest hour.” often comes without warning and is a challenge different in many ways from what has been encountered in the past. To fulfill the best we are capable of being will at times draw on the cumulative knowledge we have acquired, and a level of creativity and vision we have not yet experienced.

Leading Through Change

1. _____ oriented leadership, and
2. _____ focused leadership.

“Whether you think you can or you think you can’t, you’re right!”

Henry Ford

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People resist moving out of their comfort zone because:

Lack of Knowledge or Skill

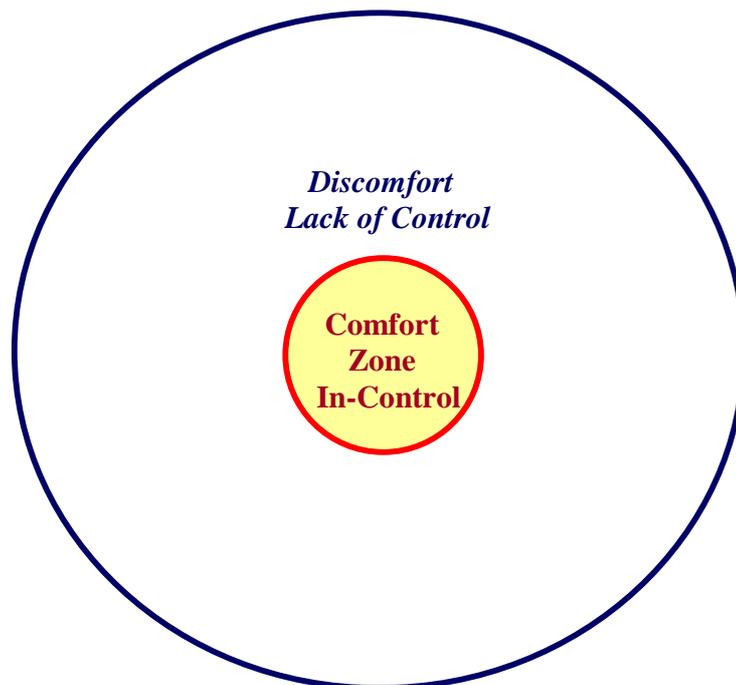
Physical/Resource Restrictions

Negative Past/Future Projections

Discomfort

Fear

The Human Comfort Zone



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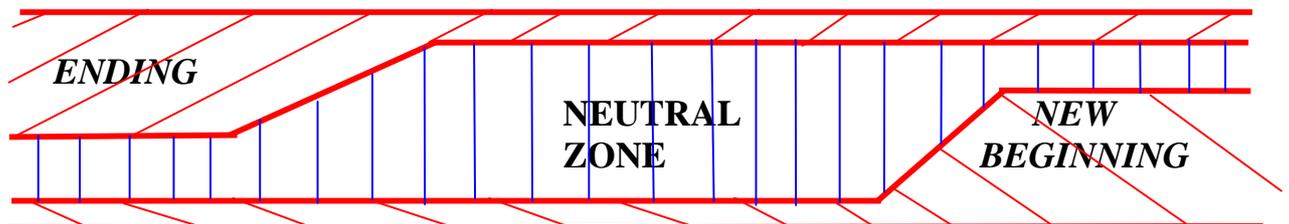
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Humans are Creatures of Habit

It is “human nature” to resist change. This occurs primarily because of being comfortable where we are, or because of fear of the unknown. The most common reaction to a person experiencing resistance to change is

_____.

The 3 Phases of Change & Transition



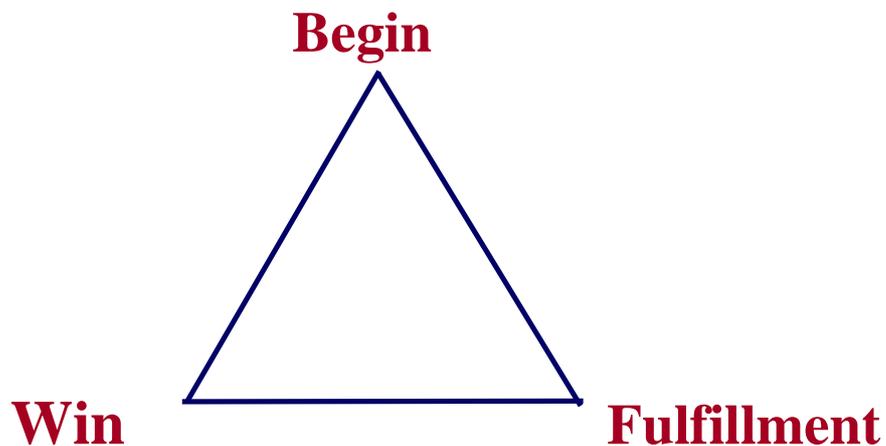
“Without courage, all other virtues lose their meaning.”

Winston Churchill

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Winning All The Time



Commit to Winning

To make your life better overall and improve the quality of relationships with people you encounter, commit yourself to finding 20 wins per day for the next 30 days. It will absolutely change your life, and it will add a new dimension of vitality to everything you do. Give it a try!

**“Receive Strategies
That Will Benefit
Every Area of Your Life!”**

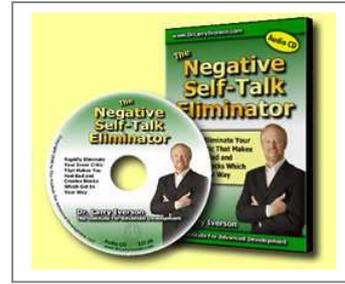
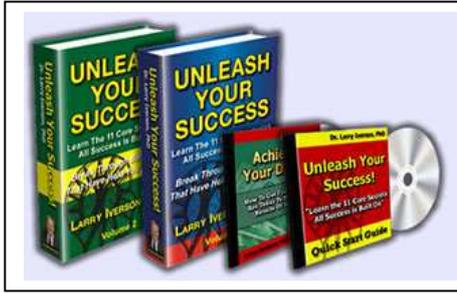
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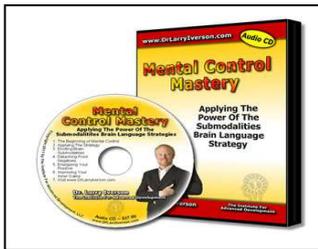
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Also, once a month you'll receive our newsletter with a detailed article to assist your personal and professional development.

More From Dr. Larry Iverson

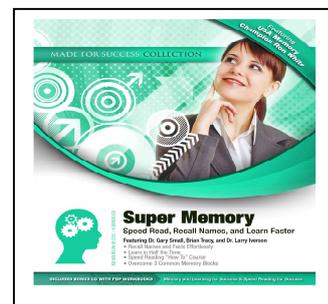
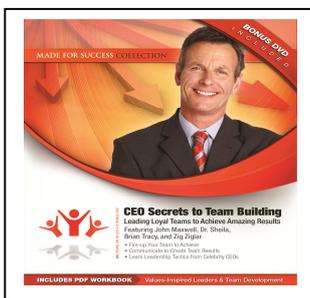
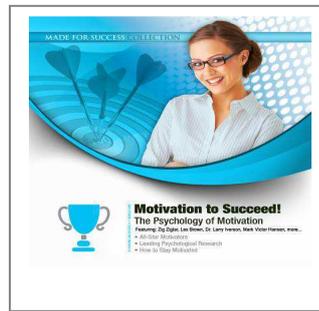
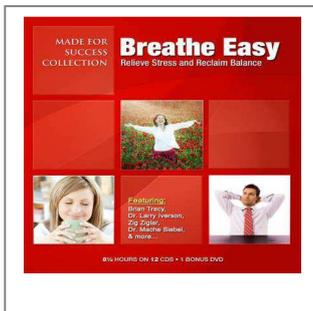


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