

## **Change or Be Changed: It's Your Choice!**

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CHANGE...we experience it all the time, whether it's happening to us or whether we are creating change for others. Typically, we can't prevent the situations that cause change. We can, however, learn more about how change impacts us, both positively and negatively; how we can cope with changes in our own lives; and how we can provide positive leadership in helping others deal with the impacts of change. Gain a new sense of confidence and self-awareness as you learn how to apply change management techniques. Go from being a victim of change to a leader of change.

During this session:

- Assess your own views and strategies related to change.
- Learn about the four phases of the change curve (denial, resistance, exploration, commitment).
- Review different types of resistance typically encountered during periods of significant change and how to successfully address those types of resistance.
- Identify skills that help you manage change.
- Discuss how to lead others through the change process.

Join us for an engaging and interactive opening session that will help make your change choices easier...and perhaps even fun!

### **About the Presenter**

Doug Whittle is a partner-owner of The Diagonal Group, a consulting firm that helps organizations and teams improve the delivery of service and support. During his twenty years of experience as a senior manager in a corporate business environment, Doug focused on developing leadership skills, building strong teams, and leading organizational change and communication. Prior to his business career, Doug taught at the university and secondary levels.

Doug is recognized for his expertise in the field of change management and organizational leadership. He is a frequent presenter and keynoter at workshops, seminars, and conferences around the world including North America, Europe, Asia and the Pacific Rim on subjects related to organizational leadership, teamwork, change management, strategic/business planning, resource management, training and project implementations.

He has published articles in national trade publications and has served on advisory boards for magazines, conferences and universities. He has volunteered as a leader for several advisory boards, including serving as chairman of the Leadership Advisory Board for The University of Northern Iowa. Doug is a certified facilitator for the Insights System, a personal profile tool that is used to increase effectiveness in personal work style, communication, teamwork, and management style.

Doug earned his PhD in Organizational Leadership from Iowa State University. His dissertation focused on how to minimize the negative impact of mergers and acquisitions on the workforce. He co-authored the recently published book titled *The manager as change agent: A practical guide for high performance people and organizations*.