

Change Toolkit



How it works

Understand Your Role in Change

- Learn what your team needs from you during uncertainty.
- Apply leadership models to create stability.

Communicate with Clarity & Empathy

- Use tested messaging frameworks to deliver difficult news.
- Engage your team in productive, trust-building conversations.

Support & Motivate Your Team

- Maintain psychological safety while navigating change.
- Identify and address resistance constructively.

Implement Change Effectively

- Daily leadership tactics to maintain momentum.
- Practical tools to embed change into your leadership style.

Practical and Actionable



Step-by-step guidance, conversation guides, and leadership frameworks that can be used immediately. Cheat Sheets to reduce cognitive overload.

Built for Busy Leaders



We know leaders don't have endless hours to spend on personal development. The toolkit integrates into existing routines, making it easy to adopt and sustain.

Tested and Proven



Built from real-world experience, this toolkit has been successfully used by leadership teams to guide restructuring efforts, ensuring smooth transitions while maintaining engagement and morale.

What makes it unique?

- **Immediate Application:** Ready-to-use strategies, conversation guides, and leadership frameworks to apply immediately.
- **Built for Busy Leaders:** Designed for quick reference, this toolkit integrates into daily leadership routines with practical tools that save time and reduce cognitive overload.
- **Ongoing Resource:** Remains a go-to guide throughout process providing consistent advice and shared language.

What's in it for you?

- **For Leaders:** Confidence to navigate uncertainty, communicate effectively, and support teams through transition without relying on external training.
- **For Teams:** Stronger leadership, clearer communication, and a structured approach that reduces resistance and builds engagement.
- **For Organisations:** A scalable, cost-effective way to ensure leaders take action immediately, creating stability and alignment across teams.

“I can see how the science of change will affect each of my team differently, this really opened up my eyes.”

“Thanks for the cheat sheets at the back! They really help reduce the overwhelm”

“This resource will be invaluable for keeping my team engaged and aligned.”

“I really loved getting together as a team and talking the models through”

“Leading through change felt overwhelming until I saw this toolkit, its going to give me the structure and confidence I need.”

“The messaging templates were a lifesaver. I finally felt equipped to have tough conversations with my team.”

“This toolkit helped us create a consistent leadership approach across the organisation, it’s going to be a core part of how we lead change.”

“I loved the coaching questions, they made difficult conversations so much easier.”

“As a CEO, it’s going to give me something concrete to use when talking to my team about expectations. A shared basis for our conversations.”

Clarity & Confidence

- Learn what your team needs from you during uncertainty.
- Apply leadership models to create stability.
- Build trust through consistency and transparency.

Communicate With Impact

- Use tested messaging frameworks to deliver difficult news.
- Engage your team in productive, trust-building conversations.
- Address concerns effectively using neuroscience-backed techniques.

Empower & Support

- Maintain psychological safety while navigating change.
- Identify and address resistance constructively.
- Use coaching questions to guide employees through uncertainty.

Sustain Momentum

- Daily leadership tactics to maintain momentum.
- Practical tools to embed change into your leadership style.
- Strategies to reinforce resilience and keep morale high.

Toolkit packages and Support options

1. **Digital & Print Toolkit** – A proven playbook for leaders in change. Ready-to-use strategies at your fingertips, so you can take action today.
2. **Toolkit + Leadership Workshop** – Turn strategy into action. In person or online opening session that ensures leaders embed these tools into daily leadership, not just read them.
3. **Custom Enterprise Edition** – Scalable change leadership. Tailored to standardise best practices across all teams and link into other in house materials.
4. **1:1 Leadership Coaching** – Cut through uncertainty. Get personalised, tactical coaching to help you make the right leadership moves at the right time.
5. **Leader Cohorts & Peer Learning** – Accelerate leadership growth. A space where leaders collaborate, troubleshoot, and implement change effectively- regular online 60-90min check in’s.
6. **Ongoing Leadership Support** – Stay ahead of the curve. Regular check-ins to keep leaders sharp, engaged, and driving momentum beyond the first phase of change.