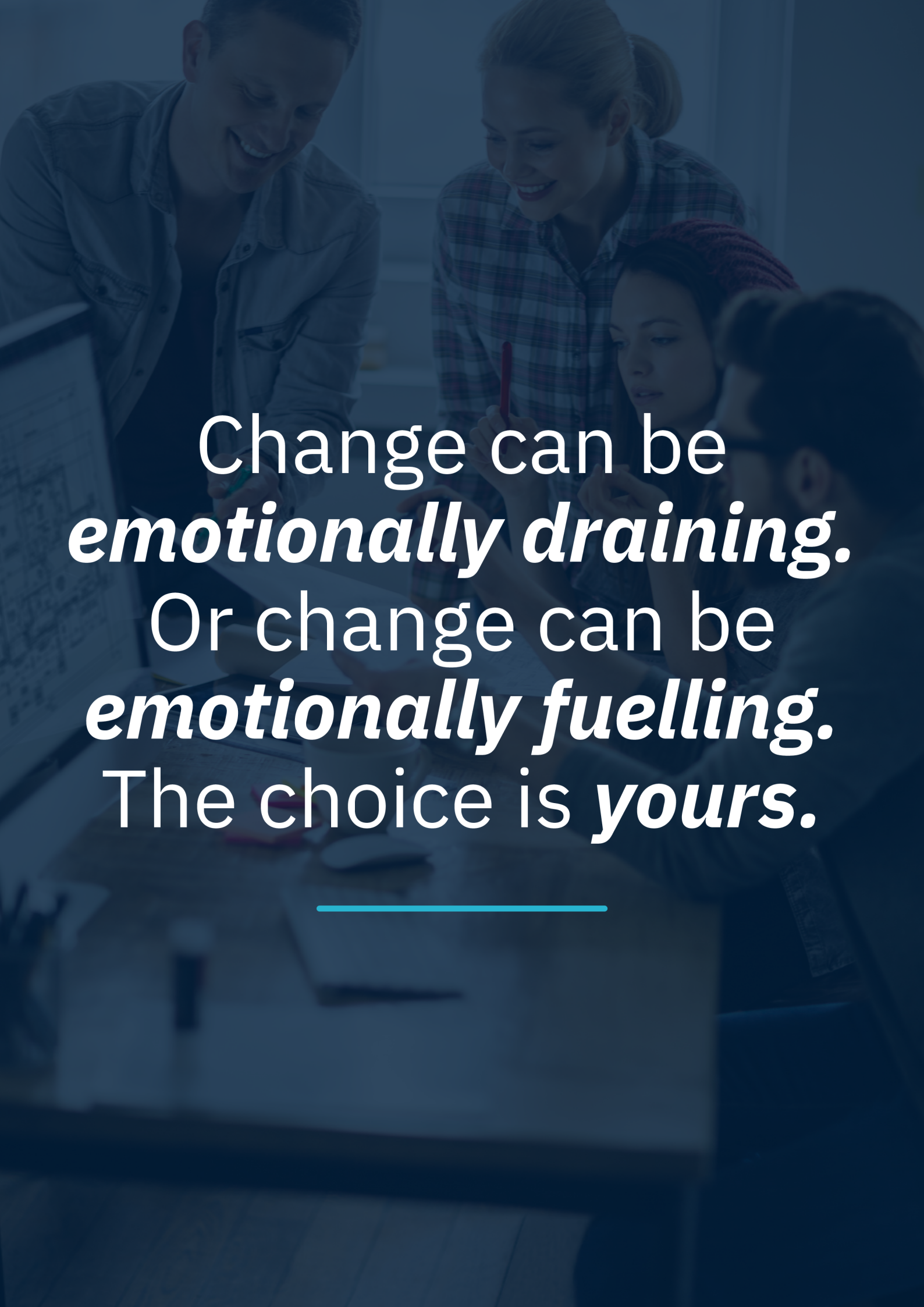




Emotional Agility:
5 Shifts to
Mastering Change
Management

STEVEGUTZLER GROWING LEADERS AT EVERY LEVEL
WWW.STEVEGUTZLER.COM

To Book Steve Contact Michelle Joyce:
p: (704) 965-2339 e: michelle@michellejoyce.com



Change can be
emotionally draining.
Or change can be
emotionally fuelling.
The choice is *yours.*

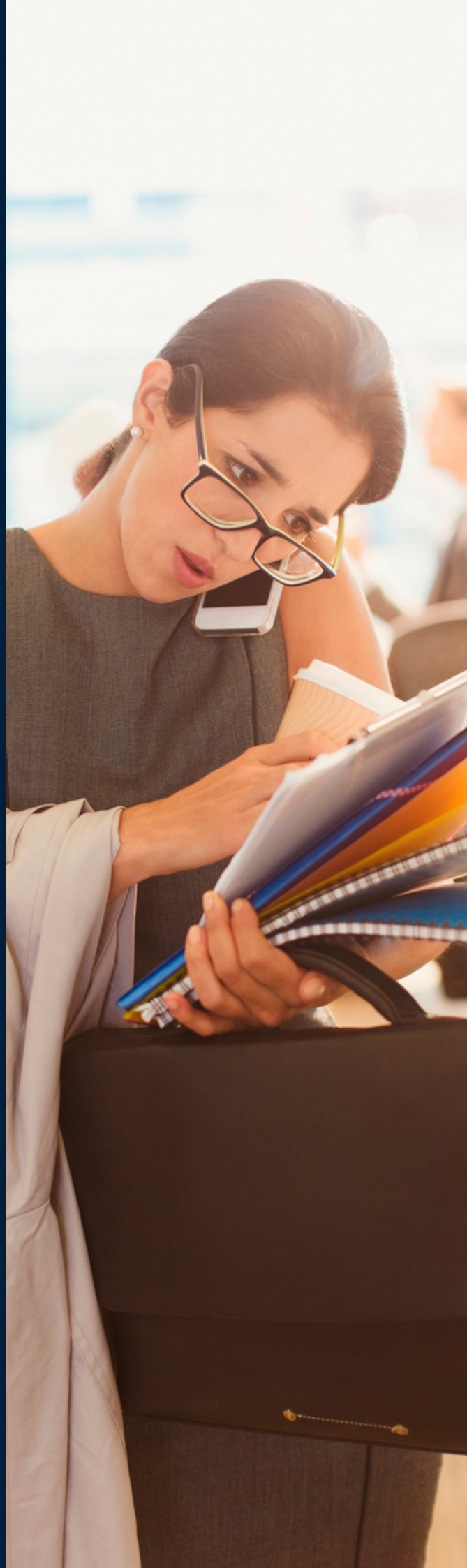
We are living in an era of infinite data, endless distraction, and constant disruption. And let's be honest—traditional change management is failing. The data tells us that 70% of change initiatives fail. Not because the strategy was flawed. Not because the spreadsheets were wrong. But because we neglected the most powerful variable in the equation: the human element. The emotions. The fears that keep people up at night.

SO HERE IS THE REAL QUESTION:

How equipped is your team with the emotional agility to navigate uncertainty when the ground keeps moving beneath their feet?

With over 25 years of corporate experience coaching leaders through their toughest moments, I've learned one thing for certain: You cannot lead people through change until you can first lead them through their emotions. This program doesn't offer another checklist. It gives your team the mindsets, the strategies, and the emotional awareness to stop surviving change—and start thriving in it.

This dynamic, highly interactive experience introduces **The 5 Shifts**—a proven framework designed to rewire how you and your team **think** about change. You will learn to reduce resistance, turn disruptive emotions into powerful fuel, and stay fiercely engaged even when the path forward is unclear.





Key Takeaways:

This is not theory. This is **practical, research-backed wisdom** you can apply the moment you return to your team. Here is what you will gain:

01 Shift from Chaos to Calm

Emotions are contagious. Your leaders are either spreading anxiety or calm—whether they realize it or not. This shift equips them with the tools to find their center when everything around them is spinning.

Your organization gets leaders who become the steady presence their teams need. Clear decisions. Composed leadership. Teams that take a deep breath because their leader took theirs first.

02 Shift from Solo to Collaboration

Here is what happens under pressure: the brain gets hijacked. The amygdala fires. Leaders go blind to the people around them. This shift arms your team with the neuroscience of emotional agility—so they can recognize the hijack before it takes them down.

Your organization gets leaders who don't just survive their own triggers. They tap into the collective intelligence of the team, solving together what they could never solve alone.



03 Shift from Crisis to Innovation

Crisis wants your people to play small. It wants them to play defense. This shift teaches them to flip the script.

Your organization gets teams that stop asking "What's wrong?" and start asking "What's possible?" They innovate under pressure. They see opportunity where others see only obstacles.

04 Shift from Resistor to Advocate

Every team has three mindsets living in it: The Resistor. The Victim. And the Advocate. Your leaders will learn to spot them instantly—in themselves and in others.

Your organization stops wasting energy on resistance and starts building trust, psychological safety, and a culture that doesn't just accept change—they champion it.

05 Shift from Rigidity to Resilience

The ground is going to keep moving. That is the only guarantee. This shift hands your workforce the tools to tap into resilience when everything feels uncertain.

Your organization gets people who bend without breaking. They adapt without melting down. They master uncertainty instead of being mastered by it.



THIS PROGRAM IS DESIGNED FOR:

- Executive leaders and individual contributors facing the relentless pace of disruption.
- Personal leaders and teams seeking new strategies to navigate shifting landscapes with confidence.
- Organizational leaders charged with building emotionally intelligent teams that don't crack under pressure.

TARGET AUDIENCE:

Steve has delivered this message to a wide array of industries—technology companies, sales teams, government agencies, financial advisors, realtors, small business associations, university programs, and leadership conferences.

If your organization is facing restructuring, mergers, digital transformation, or market disruption, this is your playbook.



AVAILABLE FORMATS:

- **60–90 Minute Keynote:** High-impact. Memorable. Ready to apply the moment they walk out the door.
- **Half-Day or Full-Day Workshop:** Deep immersion. Peer coaching. Real-world application that sticks.
- Includes **Emotional Agility Assessment:** We measure your team's readiness and pinpoint exactly where to focus.



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