

Welcome & Keynote: YESSS - Making Change Simple and Effective

Cyriel Kortleven, MA | Belgium
International Speaker, CyrielKortleven.com

In today's fast-changing environment, one thing remains constant: organisations don't change - people do. But influencing behaviour, building engagement, and creating momentum for change is easier said than done. Many change initiatives fail not because of bad intentions, but because they're too complex, too abstract, or simply too overwhelming.

YESSS! is a powerful keynote designed to tackle that challenge head-on. With a blend of behavioural science, creative thinking, and a touch of humour, this session empowers leaders, HR professionals, and internal communication experts to guide people through change in a way that feels simple, human, and effective.

Rather than overwhelming people with top-down plans, YESSS! focuses on how to:

- Spark a shift in mindset,
- Translate strategy into daily behaviours,
- Build the energy and ownership needed to make change stick.

The session is interactive, engaging and refreshingly down-to-earth. It's packed with vivid metaphors, practical tools and real-world examples that speak directly to professionals working on transformation, culture change, or leadership development.

Whether you're preparing for a new strategy roll-out, culture shift, or behavioural change program, this keynote delivers the mindset and method to make change work in your context.

Learning Objectives:

- Develop a mindset to suspend judgment and think creatively during change.
- Understand how the unconscious brain influences behaviour—and how to guide it.
- Use a simple 3-step formula to make change Specific, Smooth, and Small.
- Boost engagement by reducing resistance and making change feel doable.
- Learn how to experiment with small actions and grow through fast learning.
- Gain shared tools and language to align teams and accelerate impact.

Featured

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Josh Sanderson | United States
Senior Change Management Partner
Charles River Labs

Nina Shimp | United States
Chief Change Accelerator
The ChangeAccelerators LLC

This session explores the impact of powerful questions on driving change, beginning with "Questions that Changed the World" and their application to the role of change practitioners. Participants will learn to ask questions that uncover what they don't yet know and apply questioning techniques to challenge the status quo. The session will focus on how to influence a culture that embraces questioning to achieve breakthrough approaches and sustain long-term change.

Learning Objectives:

- Recognize the difference between asking to affirm and asking to learn what it is you don't know that you need to know.
- Respectfully and effectively challenge the status quo using effective questioning and re-framing techniques.
- Influence a culture to be more inclusive of using questioning for breakthrough approaches to sustained benefits from change..

Ramya Kumar, PhD | United States
Associate Director, Executive Education Programs
in Change & Consultation
Columbia University

In this session, 2025 ACMP Academic Research Award Winner Dr. Ramya Kumar discusses her research tackling a persistent puzzle in change management: despite a wealth of step-by-step models, most large-scale change efforts still fall short. Using a mixed-methods, multiple-case design, she integrated surveys, interviews, and visual research methods to examine how visible and hidden group dynamics—especially employees' emotional responses to change—impact organizational change readiness. Dr. Kumar explains her research findings, which showed that affect was a decisive predictor of readiness, strongly shaping perceptions of the need for change, leadership alignment, and vision for change in two separate organizations. By revealing how covert subgroup dynamics and organizational context—culture, change history, industry, demographics—shape change readiness, the research underscores why practitioners must pair quantitative data with deeper qualitative inquiry to understand what truly enables or hinders change.

Learning Objectives:

- Identify the limitations of traditional step-by-step change management models in explaining the outcomes of large-scale change efforts.
- Analyze how visible and hidden group dynamics—including emotional responses and covert subgroup behaviors—affect organizational readiness for change.
- Evaluate the importance of integrating quantitative and qualitative research methods to uncover the deeper organizational factors that influence successful change initiatives.

Change Chicago Encore Presentation: Using the Art of Questioning to Disrupt Your Thinking

Applying a Systems Psychodynamics Lens to Examine Group Processes Influencing Organizational Readiness for Change: A Mixed-Methods Approach



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Andrew Butow | Australia
Director, Co-founder
Earth2Mars

Explore how the rise of AI is transforming workplaces and influencing decision-making processes. Learn the importance of inclusivity and diverse thinking in leveraging AI, with practical strategies to navigate complex challenges.

Learning Objectives:

- **Understanding AI's Role:** Participants will learn how to view AI as a tool that complements human intelligence, enhancing decision-making processes.
- **Inclusive Decision-Making Framework:** Attendees will gain insights into shifting from a hierarchy based on seniority to one based on ideas, fostering inclusivity in their organisations.
- **Actionable Engagement Strategies:** Participants will leave with practical strategies for implementing AI-driven tools and promoting collaborative environments in their teams.

Change Chicago
Encore Presentation:
Hierarchies to
Harmony: AI and
Inclusivity Driving
Change

Shara Hutchinson | United States
Founder & Chief Change Strategist
Xposeyour

Learn how to prevent failed change initiatives by leveraging change readiness data. This session provides actionable insights for leaders to assess team preparedness, predict resistance, and drive successful transformations.

Learning Objectives:

- Define key change readiness metrics and explain their importance in ensuring successful organizational transformations.
- Conduct a change readiness assessment to evaluate their organization's preparedness for transformation and identify potential areas of resistance.
- Demonstrate how to apply data-driven strategies to proactively address resistance and improve employee engagement during transformational change.



Change Chicago
Encore Presentation:
How to Use Change
Readiness Data to Drive
Successful
Transformation



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Awards Presentation

Rich Batchelor, CCMP | Canada
President, ACMP

Liz Swanson | United States

Greg Voeller | United States

Jeff Bailey | United States

Sun Corp | Australia

Center for Change & Leadership | Canada

Join us for a special Awards Announcement Ceremony during Change Management Global Connect, where we will reveal the winners of ACMP's inaugural Global Change Excellence Awards. This landmark moment celebrates the individuals and organizations shaping the future of change management across five distinct categories. These honors recognize innovation, leadership, and meaningful impact across the profession. Each winner will deliver brief acceptance remarks, offering insight into their contributions and the power of change done well. Don't miss this inspiring celebration of excellence in our field.

The Great Global Change Leadership Round Table Discussion

Rich Batchelor, CCMP | Canada
President, ACMP

Rana Özseker, MCMP™, PCC | Turkey
Managing Partner, Change, Transformation & Impact Strategist

Hatem Shehab, MA | Saudi Arabia
General Manager, Bright Future Consulting

Faith Timbs, Grad Cert (Change), BA | United States
Managing Director, Timbs and Co: Change Design

Benjamin Yaw Manu, MA | Ghana
Founder, Nimdier

Where to next? What do we need to do to keep Change Management relevant today and tomorrow?

Bringing together Change Leadership Voices from around the globe, ACMP President Rich Batchelor will facilitate this lively discussion exploring where the profession needs to progress to address the needs of global change and more. Recognizing the way we do change has to be continuously evolving, we will explore what that looks like, what you should expect, and how you need to invest your efforts to stay relevant as change itself changes.

Change Chicago Encore Presentation: Navigating AI Adoption - Data, Insights, and Implications

Scott V. Anderson, PhD | United States
Senior Principal, Research & Analytics, Prosci

Explore findings from Prosci's comprehensive AI adoption study, covering individual, team, and enterprise-level adoption. Learn key strategies and data-driven insights to navigate AI adoption, integration, and transformation.

Learning Objectives:

- Learn key insights from the comprehensive AI adoption study, including factors influencing successful implementation at personal, team, and organizational levels.
- Feel more confident in their ability to navigate AI adoption challenges and opportunities within their organizations.
- Develop targeted strategies for improving AI adoption in their organizations, based on evidence-backed insights from the research.

Change Chicago Encore Presentation: Community as Currency

Bessy Martinez | United States
Founder & Chief Executive Officer
The Latina Foundation, The Everyday Jefa

Learn how leaders can leverage authentic relationships as a strategic asset for success. Attendees will learn practical strategies to build, nurture, and use community to drive innovation, collaboration, and long-term organizational growth.

Learning Objectives:

- Define the concept of "Community as Currency" and explain its significance in leadership success.
- Describe at least three practical strategies for building and nurturing authentic community relationships within their organizations.
- Demonstrate how to apply community-based leadership techniques through role-playing scenarios or action plan development tailored to their leadership contexts.

Culture's Silent Architect: How Unwritten Ground Rules (UGRs) Determine the Fate of Change Management

Steve Simpson, M Ed, CSP | Australia
Director
Keystone Management

Discover how Unwritten Ground Rules (UGRs) shape behavior and impact change management. Learn to measure and improve UGRs, ensuring cultural elements align to support lasting change in your organization.

Learning Objectives:

- Participants will be able to identify and assess the Unwritten Ground Rules (UGRs) that shape workplace behavior and culture.
- Participants will be able to develop strategies that align UGRs with desired outcomes to support successful change initiatives.
- Participants will be able to implement practical steps to improve UGRs and drive sustained organizational transformation.

Empowering Performance: A Journey of Transformation at Global Scale

Marlys Marvel, EMBA, PMP, Prosci Change Practitioner
United States
Change Experience Practice Leader, Liberty Mutual Insurance

Emily Rivera, MBA, Prosci, IdeaLeap Certifications
United States
Change Manager, Liberty Mutual

Amparo Sadovnik, MA Industrial/Org, Prosci Change Practitioner
United States
Change Consultant, Liberty Mutual

Discover how to lead successful, large-scale change with practical strategies and real-world insights from global transformation journeys—empowering you to drive impact and inspire lasting organizational performance.

Learning Objectives:

- Understand the key components involved in preparing for change during change management
- Explore effective strategies for executing and experiencing change successfully
- Learn how to reinforce change to ensure long-term adoption and sustainability

Critical Change Foundations

Driving Change and Adoption through Multi-Dimensional Learning

Driving Agile Transformation at Ford Otosan: Empowering Cross-Functional Teams for Sustainable Growth

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Jurgen D. Matthes | Ireland
Service Management Specialist
Accenture

Aruna Nagarajan | India
Human Performance Associate Manager
Accenture

Learn how to build an effective learning enablement program that reaches different audiences to help drive adoption and behavior changes.

This session will include 15 minutes of discussion with presenters and attendees.

Learning Objectives:

- Understand how to set up a learning enablement team and the roles and responsibilities.
- Understand how to tailor training offerings and interventions to meet stakeholder requirements.
- Understand how to develop a learning enablement strategy to meet their organizational needs.

Ceren Eryilmaz Sütcü, MSc, MBA, ProSci, RSM, RPO | Turkey
Change Management Lead, Ford Otosan

This session will provide an in-depth look into Ford Otosan's agile transformation journey, highlighting how the organization transitioned from a traditional hierarchical structure to an agile, cross-functional, and self-managing team-based model.

Learning Objectives:

- Agile Strategy Implementation: A step-by-step guide on how Ford Otosan introduced agile methodologies through pilot programs and incremental changes, emphasizing a gradual and safe transition.
- Leadership and Change Management: How senior leadership supported and led the agile transformation, ensuring alignment between teams and overcoming resistance to change.
- Agile Maturity and Metrics: Practical examples of how Ford Otosan measured success, including improvements in decision-making.
- Best Practices for Cross-Functional Teams: Key strategies for empowering teams, improving collaboration, and ensuring accountability, resulting in higher team performance and faster problem resolution.
- Sustaining Agile Practices: How agile coaches and leadership support were leveraged to maintain momentum and ensure the long-term success of agile practices.

Critical Change Foundations

Building the Enterprise Change Office: Embracing an Agile Mindset and the Change Experience

Leveraging Experience Design Frameworks to Enable Organizational Change

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Amy Leighton, Prosci Certified | Australia
Enterprise Change Partner, Integrations
Aurecon

Nichola Lowman | Australia
Director, Enterprise Change
Aurecon

Building the Enterprise Change Office, covering strategic planning, agile principles, and our change experience formula. Highlights include building the office, embracing agility, and a case study on M&A integrations.

Learning Objectives:

- Participants will be able to define the requirements for their own Enterprise Change Management Office.
- Participants will be able to demonstrate which principles of the Agile mindset they could use in the design of their own Enterprise Change tools.
- Participants will be able to recognize the moments that matter in their own organisation change programs to facilitate the improved design of change.

Safina Persaud | Canada
Senior Director, Omnichannel Enablement
Klick Health

Discover how to enhance organizational change by leveraging experience design frameworks. This session will explore practical strategies, real-world examples, and tools to create user-centric change initiatives that drive engagement and success.

Learning Objectives:

- Participants will be able to identify and apply key experience design frameworks to enhance organizational change initiatives.
- Participants will be able to develop user-centered change experiences by effectively gathering stakeholder insights and creating journey maps.
- Participants will be able to implement rapid prototyping techniques to test and refine change initiatives, ensuring alignment with user needs and organizational goals.

Critical Change Foundations

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Mary Sanders, PhD | United States
Professor
Devry University, Keller School of Business

How will AI reshape our future? I will discuss how to prepare for Generative AI so humans and AI can be colleagues. I will share transformative approaches, while addressing challenges and consequences of integrating AI Models in business & education.

Learning Objectives:

- Identify the impact of Generative AI for leaders and employees.
- Develop messages to help people cope and manage the implementation of Artificial Intelligence.
- Describe strategies for the introduction of AI software, chatbots and robots at work.

Worry Wisely about AI Changes: Exploring How to Create Positive Change with Business AI Applications

Culture & Diversity

Who Moved My Musubi? Change Management Aloha Style

Embrace Neurodiversity: Cultivate a Thriving Environment for Neurodivergent Employees

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Joel Bongco | United States
Vice President - Chief Experience Officer
eWorld Enterprise Solutions

For an organizational change management initiative to be successful, the plan must be built with the local culture in mind. Using Spam musubi - a Hawaiian comfort food - as an analogy, attendees will see how local culture can impact overall success.

Learning Objectives:

- Understand the important role that culture plays in successfully implementing an organizational change initiative.
- Customize a change management plan that is culturally sensitive and designed to avoid culture-related obstacles.
- Create an effective communication plan targeted to meet the cultural sensitivities of the audience and reach the intended audience using appropriate tactics/methods.

Fia-Lynn Crandall | Canada
Lead Program Designer, CEO & Co-Founder
Scale Naturally Inc.

In this engaging workshop, an autistic "ADHDer" guides you through seeing the workplace through a neurodivergent lens. Deepen your understanding of neurodiversity and be inspired to think outside the box to support neurodivergent employees.

Learning Objectives:

- Participants will be able to demonstrate an understanding of neurodiversity and common strengths and challenges faced by neurodivergent employees in the workplace.
- Participants will be able to identify and challenge unconscious biases and assumptions to foster more inclusive implementation of change initiatives, leading to a greater likelihood of successful and sustainable change outcomes.
- Participants will be able to design and implement practical strategies for fostering a culture that is inclusive and supportive of neurodivergent employees, building a workforce that is resilient, adaptable, and better prepared for future transitions.



Culture & Diversity

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Makaylah Rogers | Canada
Co-Founder & Lead Facilitator
Scale Naturally

Explore how simple actions, such as using the correct pronouns, can foster a sense of belonging and contribute to the mental well-being of 2SLGBTQIA+ employees or clients. This topic is necessary and cannot be overlooked. Pronouns save lives.

Learning Objectives:

- Participants will be able to confidently navigate the use of pronouns and understand how crucial it is to the mental health and well-being of trans and non-binary people.
- Participants will be able to take simple, actionable steps to take to their workplaces and change initiatives to be more inclusive of all 2SLGBTQIA+ folks.
- Participants will be confident to take small, consistent actions to build a sense of safety and belonging for employees in the 2SGLBTQIA+ community.

The Power of Pronouns: Foster Safety and Belonging

Insight-Driven Transformation: Powering Change at TD Bank

Tara Wright | Canada
**Senior Manager, Practice Lead, Change
Management**
TD Bank

Julie Barraclough | Canada
**AVP, Change Management, Communications and
Colleague Engagement, Platforms & Technology**
TD Bank

In this case study, we will share the innovations we have created and established to drive competitive differentiation and our insight-driven transformation, including our Change Council Ecosystem and Integrated Change Portfolio.

Learning Objectives:

- Define the strategic outcomes achievable through insight-driven transformation.
- Describe the components of an ecosystem required to achieve strategic outcomes.
- Apply data best practices within their organization to initiate insight transformations of their own!

Professional Growth & Leadership

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Molly Winter, MS Learning and Organizational Change | United States
Talent Director, Organizational Change
TiER1 Performance

Dennis Carroll, MSc, PMI-ACP, Acuity Institute's Change Management Professional Certification | United States
Senior Solutions Consultant
TiER1 Performance

In today's complex change environment, program management (PgM) ensures alignment, mitigates risks, and sustains momentum. Learn how to leverage PgM to coordinate large-scale change and drive outcomes, without being a program manager yourself.

Learning Objectives:

- Understand the critical role of program management in supporting large-scale change initiatives: Learn how program management functions as a key driver of transformation, from planning to execution, ensuring alignment and managing risks.
- Explore strategies for integrating program management into change initiatives: Discover practical approaches for incorporating program management into existing change efforts, including the use of PMOs to coordinate and drive transformation.
- Gain insights into building and developing program management capabilities: Learn from case studies on how to establish and mature a program management capability within your organization or as part of a consulting practice to support change and transformation initiatives.

Jennifer Abler, Masters in Training and Organizational Development | United States
Learning and Development Leader
General RV

Participants will explore why teams fail to lead change and how to transform them into high-performing ones. Learn common obstacles, key traits of successful teams, and practical frameworks for improvement.

Learning Objectives:

- Identify common barriers to high-performing teams. Attendees will recognize the most common reasons teams struggle with change, including poor communication, lack of leadership alignment, and resistance to new processes.
- Describe key characteristics of high-performing teams and examine how high-performing teams—characterized by strong communication, collaboration, and adaptability—are best equipped to drive successful change initiatives.
- Implement strategies to transform struggling teams. Attendees will gain practical tools and strategies to enhance team performance, fostering the agility and resilience to navigate and implement change effectively.

From Chaos to Coordination: Program Management's Role in Transformation

Why Struggling Teams Fall Short in Driving Change—and How to Turn It Around

Professional Growth & Leadership

SESSIONS BY EDUCATION TRACK

Abderraouf A. Abla | Algeria
Full Stack Developer
Upwork

Naima Boukhiar, Phd | Algeria
Teaching Assistant
Algiers 1

This session tackles the challenges of agile software project management, offering real-world insights, practical tools, and strategies to enhance project success and stakeholder collaboration.

Learning Objectives:

- Participants will be able to identify and describe common challenges in agile software project management, such as scope creep, communication barriers, and changing priorities.
- Participants will be able to demonstrate the use of agile tools and techniques, such as sprint planning, daily stand-ups, and retrospectives, to manage project complexities effectively.
- Participants will be able to apply agile frameworks to real-world scenarios by developing actionable strategies for balancing speed, quality, and stakeholder expectations.

Agile Success: Navigating Software Project Management Challenges

Amber Strudwick, Prosci Certified | United States
Manager – Global IT, Journey & Change
Management
Accenture Global IT – Journey & Change
Management Center of Excellence

Nichole Chao, Prosci Certified | United States
Specialist – Global IT, Journey & Change
Management
Accenture – Global IT – Journey & Change
Management Center of Excellence

This session will help you build an agile, adaptable, and curious workforce amid unexpected market and economic shifts. We'll share our journey of anticipating change and building a career development program that you can adapt for your organization.

Learning Objectives:

- Develop and deploy a career development program to effectively manage large workforce transitions.
- Assess challenges and evaluate key factors for successfully deploying a large-scale global career development program.
- Define measures of success and garner actionable insights when implementing a career development program.

Cultivating an Agile, Adaptable and Curious Workforce Amidst Change and Uncertainty

Professional Growth & Leadership

SESSIONS BY EDUCATION TRACK

**Matthew Kutz, PhD, BCC, FNAP | United States
Professor
Florida International University**

The presentation focuses on the intersection of leadership literacy and 3D thinking, essential for effective leadership in chaotic environments.

Learning Objectives:

- Define and Articulate Key Concepts: Identify and explain the key components of leadership literacy and describe the concept of 3D thinking, including its historical context, key elements, and benefits for navigating change and uncertainty.
- Apply and Analyze 3D Thinking: Utilize the 3D thinking framework to enhance situational awareness, strategic foresight, and adaptive decision-making, and analyze complex problems within their organizations.
- Collaborate and Create Action Plans: Collaborate with peers to develop and share strategies for the real-world application of 3D thinking and formulate a personal action plan for implementing leadership literacy and 3D thinking in their own leadership contexts.

From Chaos to Clarity: 3D Thinking as a Framework for Leadership Literacy in Uncertain Environments

**Jimmy Godard, DM/PMP/CB-PMO | United States
President
Global Compass, LLC**

Business leaders may excel in one situation but struggle in others. While anyone can lead, not everyone is a successful leader. Command-and-control methods are less effective today. Leaders need to be agile, diplomatic, & clear about their purpose.

Learning Objectives:

- Identify the qualities of successful leaders in today's business environment.
- Evaluate your leadership skills and identify areas for improvement.
- Develop and implement strategies for effective leadership.

Know Your Leadership Compass – A Roadmap to Lead with Passion and Purpose

Aymen Dewji, Msc, BBA, Prosci | Canada
CEO / Managing Partner
ShiftRight Consulting

Much like adult learning principles, understanding the principles of designing for neurodivergence will become a standard requirement. Join this session to understand the importance of designing for inclusion to ensure the success of change efforts.

Learning Objectives:

- Recognize the prevalence of neurodivergence in the workplace.
- Understand how to design change strategies to address neurodivergent learning styles.
- Learn to adapt conventional change engagement tactics to be more inclusive.

Designing for Inclusion: Considering Neurodivergence in Your Change Strategies

Vivian S. Johnson, CCMP, PMP, PCC | United States
Principal Transformation Consultant
Evergreen Transformation & Change

Attendees will experience an interactive, transformative session that moves beyond theory into actionable strategies, leveraging cutting-edge psychological techniques to shift mindsets and enhance organizational resilience.

Learning Objectives:

- Understand the fundamentals of NLP and its direct application to change management.
- Identify and reframe resistance using language and behavior patterns to shift from fear to engagement.
- Use NLP techniques like anchoring, reframing, and positive language to build momentum and emotional resilience during periods of change.
- Create a culture of positive change by applying innovative communication strategies that speak directly to employees' emotions and motivations.

Harnessing the Power of Neuro-Linguistic Programming (NLP) to Transform Resistance and Drive Change

Change with Care: Mental Health Initiatives for Smooth Organizational Transitions

Mohammad Alqahtani, CCMP | Saudi Arabia
Change Management Specialist
Riyadh Second Health Cluster

This session offers strategies to support employee mental health during change, focusing on leadership empathy, clear communication, and practical tools for resilience and engagement.

Learning Objectives:

- Participants will be able to analyze the role of leadership in supporting employee mental health during transitions and identify three strategies leaders can use to foster empathy and emotional support.
- Demonstrate the ability to implement two clear communication techniques that reduce anxiety and increase engagement during organizational change.
- Develop an action plan that includes at least two mental health initiatives to enhance employee resilience and well-being during times of change.

From Exhaustion to Engagement: Helping Leaders Combat Change Fatigue

Holly Burkett, PhD, SPHR, CRP | United States
Principal
hb Consulting | Evaluation Works

Is your workforce running on empty? Discover how to transform change fatigue into change readiness. Gain practical tips and tactics for engaging leaders, rallying teams, and moving from exhaustion to engagement in an age of disruption.

Learning Objectives:

- Assess the impact of change fatigue upon engagement and performance.
- Identify proven approaches for reducing the negative impact of change fatigue.
- Equip leaders with tips and tactics for increasing change readiness.

Nicola McCrabbe, MSC PCC | Canada
Founder
Nicola McCrabbe Coaching

Explore the human experience of change in this interactive workshop. Discover the SIT-UPP framework and learn how compassion can drive resilience. Leave with actionable strategies to manage energy during setbacks and foster growth.

Learning Objectives:

- **Enhanced Understanding of Change Dynamics:** Participants will gain insights into the biological, behavioral, and cognitive aspects of change, recognizing the common human experiences that accompany transitions.
- **Practical Strategies for Resilience:** Attendees will learn to apply the SIT-UPP framework, equipping them with actionable tools to manage energy, foster compassion, and navigate setbacks during organizational changes.
- **Mindset Shift towards Growth:** The session will encourage a transformation in perspective, helping participants view challenges not as obstacles but as opportunities for learning and development in their change practices.

Sherry Campbell, PhD, MA Leadership and Organizational Development | Canada
Professor and Business Consultant
University Canada West and S Campbell Consulting Inc.

This presentation focuses on strategic change initiatives and their planning and delivery, linking biopsychology and the neuroscience of behavioural change for change leaders, individuals, and organizations seeking to increase adoption of change..

Learning Objectives:

- Participants will be able to apply biopsychological tools to their change implementation roadmap.
- Participants will be able to prepare and demonstrate change roadmaps that align contemporary change management models with biopsychology principles and tools to achieve increased success with adoption of change.
- Participants will be able to describe and articulate the need for the addition of biopsychological tools to their change management plan and tactics.

SIT-UPP and Manage Your Energy Amid Setbacks and Change

Strategic Change and the Biopsychology of Managing Resistance to Change

Trends & Innovation

This Change is Too Complex for Agile: The Revolutionary Rebuttal

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Jen Frahm, PhD | Australia
Managing Director
Agile Change Leadership Institute

Dr Jen Frahm playfully rebuts the common change manager's resistance to adopting more agile ways of working. She will show us we can use agile change approaches and tools to supercharge our very complex change programs. It's not just for technology!

Learning Objectives:

- Reflect on their usual change delivery and identify opportunities to be more adaptive and agile in their approach.
- Experiment with at least three agile change tactics to improve their change delivery in complex projects.
- List the critical agile change capabilities and qualities that will determine their success in complex change.

Innovating How We Deliver Change: Lessons from Launching a Change Management Innovation Lab

Phillip D. Gray | Australia
Director - Change & Transformation
Blue Seed Consulting Pty Ltd

Blue Seed's Innovation Lab launched mid-2024 and successfully explored new change management ideas in its first year. This shares the lessons and benefits by fostering and delivering a structured approach to innovation.

Learning Objectives:

- Participants will be able to design and implement innovative change management strategies inspired by Blue Seed's Innovation Lab.
- Participants will be able to evaluate and integrate new tools and technologies to enhance their change management initiatives.
- Participants will be able to establish and leverage strategic partnerships to drive sustainable growth within their organizations.

Trends & Innovation

The Crucial Role of Change Management in AI Governance: Driving Adoption of Responsible AI

The Future of Change Management: 10 Years into the Future with AI, Empathy at Scale, Continuous Adaptation, Systems Thinking, and Listening

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Alistair Lowe-Norris, MCMP CCMP AIGP | United States
Chief Responsible AI Officer
Iridius

Discover how Change Management can drive responsible AI adoption by integrating ethical governance, overcoming resistance, and ensuring cultural readiness in organizations. Equip yourself to lead AI governance initiatives with confidence.

Learning Objectives:

- Participants will be able to list the key principles of Responsible AI and explain how they can be integrated into organizational governance and change management efforts.
- Participants will be able to describe specific change management strategies that facilitate the adoption of AI technologies while addressing resistance and ethical concerns.
- Participants will be able to demonstrate how to apply change management methodologies to AI governance frameworks to ensure sustainable and responsible AI adoption within organizations.

Dima Syrotkin, MA | Finland
CEO
Pandatron

Explore the evolution of change management over the next decade, focusing on AI integration, empathy at scale, and continuous adaptation. This workshop will inspire participants to lead human-centered transformations in an AI-driven world.

Learning Objectives:

- Participants will be able to demonstrate how to integrate AI tools into change management strategies while maintaining a human-centered approach.
- Participants will be able to apply systems thinking techniques to identify and address interdependencies and complexities within organizational change initiatives.
- Participants will be able to develop adaptive change management plans that leverage continuous feedback loops and agile methodologies to respond effectively to evolving business environments.