

# STEPPING UP FOR CHANGE

PROGRAM



DR **JOHN IZZO**

# Stepping Up for Change Program

TAKING RESPONSIBILITY CHANGES EVERYTHING

0% EXCUSES

100% RESPONSIBILITY



Dr. John Izzo is a leading business leadership expert, and bestselling author. He consults and advises some of the most admired companies in the world and has spoken to more than one million people across the globe. The

book and program are based on twenty five years of working with over 500 organizations to create highly engaged workplaces where every person is aligned to achieve the goals of the enterprise.

We believe that getting every person to “own” the business, and their personal impact on it, changes everything”.

## STEPPING UP **IS**

verb \ˈstepping əp\

Seeing a need and choosing to be the person who can and will do something about it

## THE PROGRAM **GOAL**

Stepping Up gets everyone to step up 100% of the time through introducing participants to our proven process that provokes lasting behavioral change. The program gives leaders at all levels the tools they need to create 100% accountability in their teams. Based on our compelling 100/0 Formula (100% Responsibility/No Excuses) we get your people stepping up NOW.

## PROGRAM OVERVIEW

The **6 Steps** is a way to begin to think about how to Step Up and take more responsibility

**OWN YOUR PART** is about how each of us can take ownership and responsibility for our part.

1. Decide how you show up
2. Focus on what you can do

### INITIATE THE RESPONSIBILITY

**RIPPLE** shows how each person can create a ripple of (positive) change within and beyond their team through their personal actions

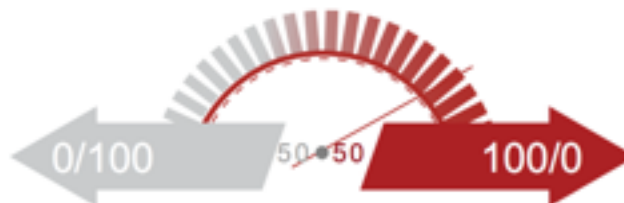
3. Do something, do anything!
4. Speak up, listen in

**COLLABORATE FOR SUCCESS**, is about how each of us can 'put the goal' first by focusing on the bigger picture rather than just our role and how leaders can create a climate for stepping up

5. Create a tight-loose culture
6. Put the goal first

“ The stepping up program helped us significantly improve our net-promoter score. - **QUANTAS**

# 3 Key Concepts in Stepping Up



## THE 100/0 CONTINUUM

Taking responsibility with no excuses for why we can't influence or make things different changes everything. The idea is quite simple in theory but we are really talking about changing the way that we behave as individuals so that we positivity influence others.



## RESPONSIBILITY RIPPLE

Human behavior is contagious and thus responsibility is contagious! When we step up, we create the conditions, momentum and space for others to take responsibility. Our individual actions are always part of a collective impact.



## LEADING TIGHT-LOOSE CULTURE

Effective teams and organizations recognize the importance of being very clear on what is important and why it is important and then provide team members with the freedom to make it happen. High Clarity-High Involvement cultures focus on the elements of these three key areas: lead the why, be connected and give a seat at the table. We teach your leaders how to truly engage others in change.

## KEY BENEFITS OF STEPPING UP

- Get your people to take ownership, initiative and “own” things without excuses
- Create a climate where people will speak up constructively and where employee alignment towards change initiatives is high
- Enhance employee engagement by helping people take ownership of their own engagement
- Raise net promoter scores & customer service indicators via people taking ownership
- Greatly enhance collaboration, continuous improvement & innovation across silos

“

We increased our engagement scores dramatically in just one survey cycle. - **TELUS**

## WHO BENEFITS FROM STEPPING UP?

Stepping Up compliments strategic change initiatives where the organization relies on its people to step up to work towards a common goal. The program is very impactful for organizations that want to break an entitlement mentality and need to decrease resistance to change.

**BOOK A**

**FREE CONSULTATION**

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