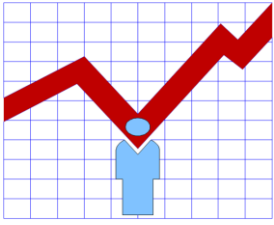# *Certification as a Vital Corporation Change Facilitator*

‣ **Corporate solution needed**
‣ **Vital Corporation solution: Our Change-Mastery toolkit**
‣ **Certification as a Change Facilitator**
‣ **Change-Mastery Toolkit™ + Facilitator provide a plug-and-play solution**
‣ **Results are evidence-based**
‣ **Apply to be certified**

‣ *Corporate solution needed*

- Adapting to ongoing market turbulence requires challenging corporate changes. Success in executing those changes depends on *Can Do – Will Do* staff and teams. By contrast, Towers Watson research (2011 to 2014) finds "workers demonstrating the highest levels of stress and burnout in memory".

- Many companies' ability to engage and retain staff has been eroded. Their foundation for sustainable success is compromised, as seen in …

  ‣ Change fatigue   ‣ Work stress   ‣ Work dissatisfaction   ‣ Key talent turnover   ‣ Presentee performance
  ‣ Mental health disabilities   ‣ Declining service / quality metrics   ‣ Declining corporate reputation

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‣ *Vital Corporation solution: Our Change-Mastery toolkit*

The Toolkit provides the skills and focuses the motivation essential for individual staff and for teams to contribute fully to corporate success in the change journey. Focused by each employee's personalized *VitalityPro*™ profile report, the five change-mastery skill modules empower staff to:

➲ *Make personal sense of change, uncertainty and stress*

➲ *Respond successfully to change for winner results*

➲ *Get past stress, worry and anxiety*

➲ *Create > 30% more work satisfaction … the "wins" of change*

➲ *Re-engage themselves in win-win work relationships*

  ▪ *building an engaging "win-win 10" team culture*
  ▪ *in preparation for win-win team problem solving for team KPI success*

‣ *How the Toolkit works*

Our *Change-Mastery Toolkit*™ fulfills these 11 employer must-have features:

1) A proven *Can Do – Will Do* solution which features …
2) Plug-and-play simplicity & scalability
3) Personalized skill training keyed to priorities highlighted in each person's online profile
4) Quick-start Action-focused Tips in their profile to focus them on their own Strengths & their Growth Opportunities
5) Modest cost per person plus available volume discounts
6) Evidence-based, proven in 28 years' workplace R&D by the renowned Canadian Institute of Stress
7) Complements & turbocharges a company's existing solutions (e.g. leadership; total rewards; team building; etc.)

8) Flexible delivery supporting each company's unique aims … **as (1)** self-directed e-learning, or **(2)** customized within live training, or **(3)** to accelerate an individual employee's skill development in one-to-one coaching, or as **(4)** a five-module lunch-and-learn series

9) Motivating / accessible to more junior staff (make-or-break staff who are too often unreached)

10) On-my-job applications are deepened via follow-on coaching [optionally available online]

11) Online certification training for Change Facilitators by the Canadian Institute of Stress

↠ *How the Toolkit works* ↞

Our *Change-Mastery Toolkit™* integrates two easy-to-use tools … fulfilling all 11 employer must-have features listed above. Here's how it works …

1) Its *VitalityPro*™ online profile provides (a) each employee & (b) corporate decision makers with action-focused guidance for strengthening these *Can Do – Will Do* drivers for successful corporate change.

Our *Corporate Vital Signs*™ report for decision makers aggregates data from employees' confidential *VitalityPro*™ reports. This 13-page report supports further drill-down analyses, as well as year-over-year Trend reporting.
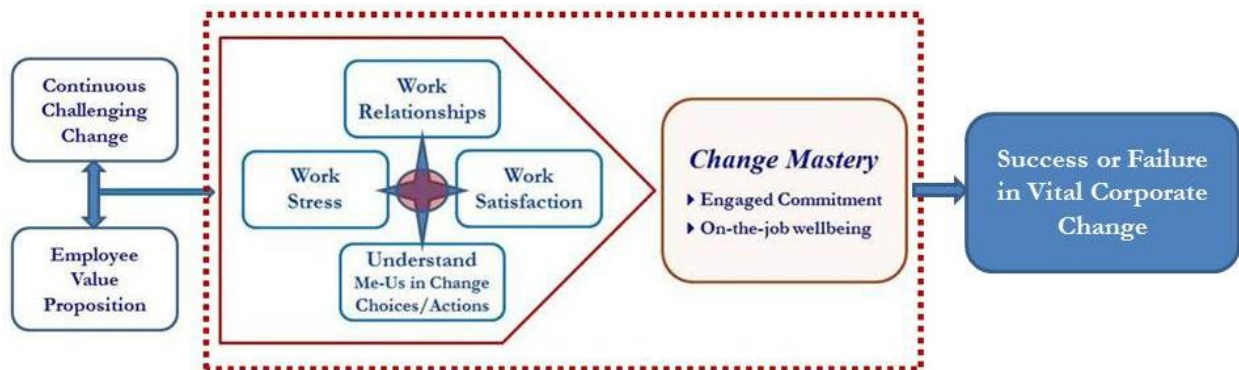
2) *Making Change Successful, not Stressful*™ (MCSS) is the e-learning version of the Institute's 20-year proven staff development program. You'll find a sample video segment here. MCSS' five one-hour modules provide the skills and focuses   the motivation essential for individual staff and for their teams to contribute fully to corporate success in the change journey. MCSS' five Change-Mastery skill modules empower staff to:

- ➲ **Make personal sense of change, uncertainty and stress**
- ➲ **Respond successfully to change for winner results**
- ➲ **Get past stress, worry and anxiety**
- ➲ **Create ≥ 30% more work satisfaction … the "wins" of change**
- ➲ **Re-engage themselves in win-win work relationships**
  - ▪ **building an engaging "win-win 10" team culture**
  - ▪ **in preparation for win-win team problem solving for team KPI success**

▸ *Certification as a Change Facilitator*

Certification is open to both corporate in-house consultants and external private practice consultants.

The online certification course, comprising four 2-hour classes, is led by the Canadian Institute of Stress whose 30 years' global change management projects are grounded in the work of Drs. Hans Selye, Alvin Toffler and Richard Earle … Founders of the Institute (1979).

The certification agenda prepares Change Facilitators to apply the Institute's **6-D Roadmap for client service**, namely:

1) **Demonstration** briefing for prospective clients re toolkit aims, how it works step-by-step, optional roll-out scenarios, and its evidence-based results
2) **Discovery** of the client's aims and circumstances, strengths and performance gaps, and clearly defined success targets
3) **Diagnostics** to produce the client's Corporate Vital Signs™ report .. an aggregate current-status report on staff change-abilities based on confidential roll-up of findings in their ChangeMasteryPro™ profiles
4) **Design** the blended learning strategy with the client; typical strategies for using the toolkit include **(1)** as a self-directed standalone, or **(2)** customized within live training, or **(3)** to accelerate individual employees' skill development in one-to-one coaching, or as **(4)** a five-module lunch-and-learn series
5) **Deliver** as agreed with the client
6) **Decisions** & any further **development** required based on Change-Mastery outcomes and ROI

▶ *RESULTS … evidence-based in 30 years' workplace R & D*

Win-Win Problem Solving
creating successful change

4. Win-win work relations
3. Work satisfaction
2. Stress control
1. Understanding

MCSS strategy ⇨ your staff creating successful corporate changes

MCSS **results:** Staff ensure corporate changes succeed
✓ *Corporate Vital Signs™* online aggregate report shows …
- Work stress ↓32% • Work satisfaction ↑38%
- Job commitment ↑62%
✓ Client KPI metrics include …

TelCo CSR's
- Key staff turnover ↓49% • Productivity ↑ 7%
- Grievances ↓32% • Customer service ↑17%
- Disability lost days ↓52% • Service quality ↑13%

Refinery: Team managers and engineers
- Work environment improvements (9 factors) ↑28%
- Productivity gains from team win-win proposals ↑19%

Most importantly, ***the VitalityPro™ profile and MCSS e-learning work seamlessly together***. VitalityPro (a) prioritizes those Change-Mastery skills from which each participant will most benefit, and then (b) connects (hyperlinks) them to the MCSS insights and skills exercises having top priority for their on-the-job success.

▶ *PRICING*

The Change-Mastery Toolkit is attractively priced in the corporate market, based on (a) the change challenges it solves and on (b) its pricing compared to (i) other psychometrically robust profiles and (ii) other multi-module e-learning.

▶ *ENQUIRE*

To discover more about how the Toolkit creates the *Can Do – Will Do* innergy to make change successful … Contact:
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