



**Tri-C
WEBINAR
SERIES**

Your Ideal Self: Using Intentional Change to Reimage your Best Self

04/28/2020
12:00 PM EST



CORPORATE COLLEGE
A DIVISION OF
CUYAHOGA COMMUNITY COLLEGE





COMMITTED TO YOUR SUCCESS

We have virtual classrooms, coaching, instructional design, consultative services, in-person and online learning.

HERE TO PROVIDE YOU ACTIONABLE LEARNING

We offer the most relevant learning resources to help you get ahead and thrive. We keep you engaged in new learning experiences so you can meet and exceed your challenges.

EXPERTS IN OUR FIELD

We have the best and brightest minds in Northeast Ohio. Our facilitation specialists are industry experienced and dedicated lifelong learners prepared to help you succeed in today's challenging environment.

NOT YOUR TYPICAL TRAINING PROVIDER

Our nationally recognized talent development solutions will transform your skills and knowledge to help you achieve your personal and professional career goals.



INTRODUCTIONS . . .



Geraldine Weiser, MA, LSSYB

VIRTUAL PRODUCER

DIRECTOR OF CLIENT BUSINESS DEVELOPMENT AT CORPORATE COLLEGE



Sara Bartlett, MOD

CHANGE MANAGEMENT CONSULTANT

MOD NETWORK LLC



Rafaela Reyes, MPOD

LEAD CURRICULUM DESIGNER

DIRECTOR OF ORGANIZATIONAL EFFECTIVENESS AT CORPORATE COLLEGE

AGENDA

- Learn the foundational elements of the Intentional Change Theory
- Review examples of how the model can be applied in a variety of scenarios
- Apply the model to your own scenario and gain feedback from others





Why Now? Why Change?



CHAT BOX

Are you looking to make change
for yourself
or your organization?





INTENTIONAL CHANGE THEORY

“[M]ulti-level theory that helps predict sustained desired change for dyads, teams, organizations, communities and countries.” Richard Boyatzis, CWRU, 1967

Change - Behaviors, Habits, Competencies, Dreams, Aspirations, Perspective

Desired - Individual/Organization wants it to occur

Sustained - Change lasts for a long time

<https://www.keystepmedia.com/intentional-change-theory/>

Boyatzis' Model of Intentional Change

Adapted from Boyatzis and Goleman





INTENTIONAL CHANGE THEORY

Five Discoveries

- 1 The ideal self and a personal vision
- 2 The real self and its comparison to the ideal self resulting in an assessment of one's strengths and weaknesses, in a sense a personal balance sheet
- 3 A learning agenda and plan
- 4 Experimentation and practice with the new behavior, thoughts, feelings, or perceptions
- 5 Trusting, or resonant, relationships that enable a person to experience and process each discovery in the process

<https://www.keystepmedia.com/intentional-change-theory/>

INTENTIONAL CHANGE THEORY

Five Discoveries

1 The ideal self and a personal vision

- What does our ideal self or desired future look like?
- Do I/we believe that this ideal is achievable?
- Are there core strengths that I/we already possess that support this vision?



INTENTIONAL CHANGE THEORY

Five Discoveries



2

The real self and its comparison to the ideal self resulting in an assessment of one's strengths and weaknesses, in a sense a personal balance sheet

- How does the ideal self/future compare to the current one?
- What are the similarities that may serve as strengths?
- What are the weaknesses that will need to be addressed?
- Which aspects need to change?
- Which aspects do not need to change?

<https://www.keystepmedia.com/intentional-change-theory/>

INTENTIONAL CHANGE THEORY

Five Discoveries

3

A learning agenda and plan

- How will you/your organization move towards the ideal self/future?
- What steps need to take place?
- What competencies/skills/behaviors do you need to develop?
- How can you learn those competencies/skills/behaviors?



<https://www.keystepmedia.com/intentional-change-theory/>

INTENTIONAL CHANGE THEORY

Five Discoveries



4 Experimentation and practice with the new behavior, thoughts, feelings, or perceptions

- How will you practice your new competencies/skills/behaviors?
- Who or where may be the best place for experimentation?
- How will you know you have developed them sufficiently?
- What measures will you use to know that you have been successful?

<https://www.keystepmedia.com/intentional-change-theory/>

INTENTIONAL CHANGE THEORY

Five Discoveries

5 Trusting, or resonant, relationships that enable a person to experience and process each discovery in the process

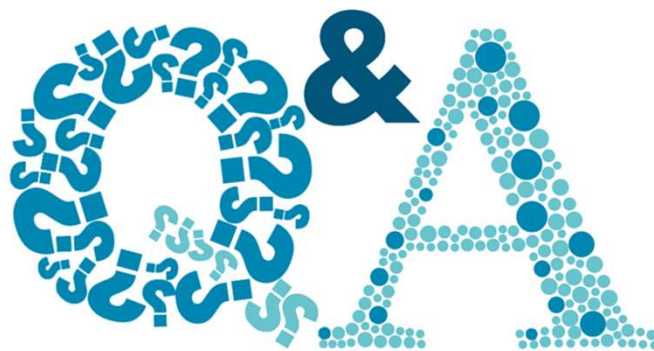
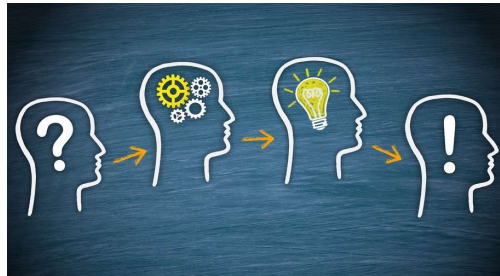
- Who can serve as a partner or mentor in this process?
- Which individuals or groups can provide guidance on progress?
- What ways will these partners hold me/us accountable?
- How will I/we establish an agreement regarding expectations?




<https://www.keystepmedia.com/intentional-change-theory/>

LASTLY... TAKE YOUR TIME

- One coin parable as analogy for development
- Iterative process
- Gain feedback and support along the way






Thank you for joining us today.

www.tri-c.edu
www.corporatecollege.com

216-987-2849
training2@tri-c.edu

CORPORATE COLLEGE
 A DIVISION OF
 CUYAHOGA COMMUNITY COLLEGE



© 2020 Cuyahoga Community College District ©Corporate College
 Published by Cuyahoga Community College District
 Cleveland, Ohio, United States of America

Let's stay social.

