Driving Transformational Change

In a world where originality can be the driving force that shapes the course of a business, are you ready to be a catalyst for transformation? This program is your gateway to weaving alliances across functions, advocating for needs, and uniting people to conquer business goals. You'll crack the code to leveraging your unique, inimitable talents and those of the people around you to nurture change instead of driving it through by force.

Nilofer Merchant focuses on forging relationships with others that leverage each person's Onlyness (their unique value) to generate better ideas than a single person could ever create in a vacuum to solve problems and motivate transformative change through collective ownership. The goal becomes inviting people to the conversation to generate an idea everyone sees themselves as part of. You'll create lasting positive change by rallying people with shared ownership in the results.

Estimated Time Commitment: 2.5–3 hours
Expert Video Lectures: 30 Minutes
Assignment: 75–90 Minutes
Interactive Activities: 45–60 Minutes

Key Learnings

- Advocating for your needs and your team's
- Overcoming resistance by creating alignment for change
- Securing support from people in other functions or departments
- Eliciting support and participation from the most senior leaders

Assignment Details

Using the Onlyness Canvas, you'll explore how to apply the power of Onlyness to implement change, organize people through shared purpose, and inspire them to help execute your vision. Your final project will be to develop a plan for:

- Ensuring a shared understanding of a planned change
- Engaging the right people in conversations
- Fostering a shared sense of ownership in those conversations

Featured Leadership Expert: Nilofer Merchant

NILOFER MERCHANT

Nilofer Merchant's ideas have already shaped your world, even if you don't recognize her name. Her TED Talk, "*Sitting is the Smoking of Our Generation,*" has been referenced 400 million times, and is why the Apple watch has a "stand" feature. She shipped the first internet server (Apple), the first WYSIWYG web-authoring software (GoLive), and coded the first media website (TIME). Merchant's three books establish her as a leading thinker on value creation. In *The Power of Onlyness,* she argues that each of us matters and decodes how to add the value that only one can. Because now, connected people can do what once only large organizations could.