

NAVIGATE CHANGE WITH CONFIDENCE

ECD Leading Change Workshop

This interactive workshop unites your leadership team to master the human element of change and lead with impact turning emotional insight into leadership strength.

Change often zeroes in on the practical and logical, sidelining the emotional side—which can quietly derail relationships, morale, and performance.

What to Expect + What You'll Achieve

In this dynamic session, your leaders will come together to explore how change affects people emotionally and define the positive emotions you want to cultivate as a team during the transition.

Expect a blend of insight, collaboration, and actionable takeaways as we:

- Unpack the emotional undercurrents of change and their ripple effects.
- Identify the supportive culture your team needs to thrive through uncertainty.
- Develop clear strategies to guide your people with confidence and care.
- The outcome? A united leadership team equipped to steer through a future change seamlessly, boosting morale, strengthening relationships, and sustaining performance.

This workshop unfolds in three steps: a reflective exercise to spark awareness, an intention-setting session to align your vision, and a strategic discussion to map out your next moves.

The Emotional Culture Deck (ECD)

To help facilitate these discussions we will be utilising the acclaimed Emotional Culture Deck – a brilliantly simple tool to facilitate structured conversations also being utilised at many of NZ's leading organisations. It's a proven, hands-on framework designed to turn emotional insight into leadership strength.

Investment

RRP: \$3,999 + GST

Includes:

- 10-60 participants
- 3 hour workshop
- An Accredited ECD Facilitator
- 1 x Emotional culture card deck - for each per person (for use on the day)
- Follow up resources
- Review of the workshop, learnings and insights gained

Negative emotions such as group anger, sadness, fear, and the like usually lead to negative outcomes, including poor performance and high turnover.

Testimonials

Rhinannon McLeod

HR MANAGER, BSH

Jo is unwaveringly passionate about people and culture making her the perfect partner to support us in redefining our culture. Jo has a down to earth approach and is really relatable - we feel she is part of our team. Jo spent time understanding our business and our people to support in delivering a culture redefining program that is unique to us."

Renee Huggett

CHANGE MANAGER, PACIFIC STEEL

The workshop was on the mark! Our business is currently in the midst of a transition... we needed to ensure we were equipping our managers with tools to deal with the possible reactions to change and supporting them to be resilient enough to guide our teams.

Claire Marra

PRACTICE MANAGER - RICE SPEIR

I highly recommend Jo from Rise and Shine Group. Jo recently took our whole firm through the Emotional Culture Deck and the DISC Profiling workshops. Her engaging delivery captivated our team. The tools were interesting and easy to follow and the information gained has provided insights that have greatly enhanced our workplace dynamics and communication.