THE CHANGING LEADERSHIP LANDSCAPE

COACHING FOR CHANGE MASTERCLASS

LEARNING JOURNAL

BRC LEARNING

COACHING FOR CHANGE

EVELINA DZIMANAVIČIŪTĖ

Leadership Trainer, Consultant and Coach

Elite Mind

Coaching in the work place can often be misunderstood, what we want you to consider is: **How can you be with another individual, truly hear them, leave your agenda aside so you can support them through change? How can you work with uncertainty and ambiguity, collaborate with another person to allow then to create their own momentum forward?**

ABOUT EVELINA

Evelina Dzimanavičiūtė is an Organisational Wellbeing Consultant and speaker providing individuals and organisations with insights and neuroscience-based solutions for Leadership Development, Talent and Wellbeing strategy, Organisational Change, Strategic Alignment, as well as Stress Resilience and Mental Health support.

As a founder of Elite Mind and Elite Mind Academy, Evelina is on a mission to bridge the gap between business performance and individual wellbeing. Her unique approach to personal and professional development is based on therapeutic, neuroscience-based solutions combined with practical applications of performance coaching and organisational development.

Evelina came to England just over a decade ago without even speaking the language, and has built a successful leadership career and several entrepreneurial projects, all while studying for a degree, raising a child, and support suicidal individuals. Her unique journey of adaptation, perseverance, as well as recovery from tumour is an inspiring story often shared on international stages and leadership events.

Before you participate in this pre-recorded module take some time to reflect:

- How do you define coaching?
- How often do to tell rather than ask?
- When have you been truly listened to?

WATCH EVELINA'S SESSION

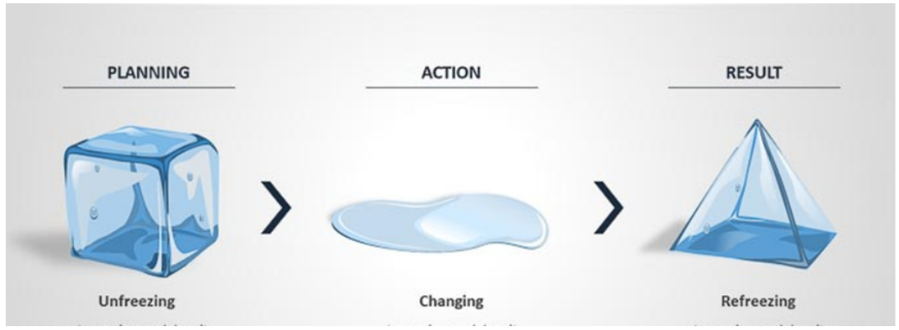
Click on the button below to watch the session recorded by Evelina Dzimanavičiūtė.

Video duration: 34 minutes 22 seconds

COACHING FOR CHANGE

STAGES OF ORGANISATIONAL CHANGE

Kurt Lewin's stages of change – where are you now?



What can I do at each stage? What support is needed to liberate people from frozen structures?

Unfreezing

Change

Refreeze

BEING AN INDIVIDUAL IN THE CHANGING ENVIRONMENT

Neurological levels of Change and learning:

What is our Vision in a current situation? What is my role in it – my mission?

What Values and beliefs we need to support this Vision? How our culture can support it?

What new habits and behaviours are required to make it happen? What new skills we need to learn?

How will we communicate all of the above internally, and externally?

COACHING FOR CHANGE

GROW MODEL

Goal	
Reality	
Options	
Way Forward	

ADAPTING YOUR GROW MODEL FOR DIFFERENT SITUATIONS

Conflict Resolution

Creativity/Problem Solving

Giving Feedback

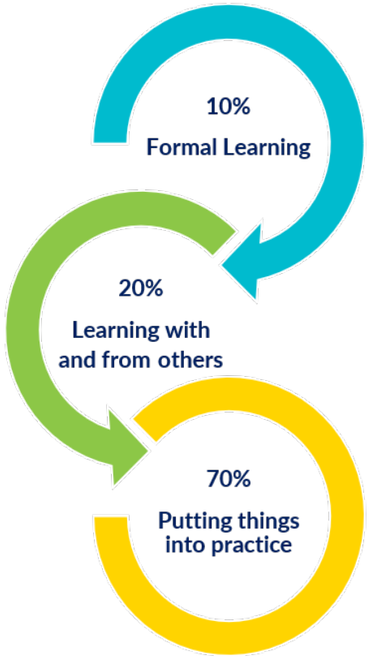
Mental Health/Emotional Support

Improving Performance

COACHING FOR CHANGE

NOTES

YOUR LEARNING



What was my learning from the keynote?

What am I going to share, discuss with my peers? What would I like feedback on? What insights or questions will I share on Slido?

What will I put into practice, what new thought, action, behaviour and habit?

When?

Where?

And with Whom?

BRC LEARNING

If you have any questions during the programme please don't hesitate to get in touch.

brc.org.uk/learning
brclearning@brc.org.uk

BRC LEARNING