“It’s not the strongest who survive, nor the most intelligent, but the ones most adaptable to change.” Charles Darwin

“Harnessing the Hurricane: Surviving and Thriving during Extreme Change”
In Mark DeVolder’s signature keynote, leaders learn how to adapt, survive and thrive in a climate of constant change. Participants will receive essential leadership tools and a template to successfully plot a course through the storm: the turbulent times and the doldrums. Leaders will leave with a personal plan to successfully navigate change in their organization, become a leader/coach and develop employee engagement. Don't just survive; learn to thrive during Extreme Change!

Change and Transitions
A train requires two well-maintained rails to reach its destination. Like the train, organizations going through change require two well-maintained rails to succeed: a change management plan and a transition management strategy. Even though both are necessary, one usually gets most of the attention. In fact, most leaders focus the majority of their time and attention on the numbers, but it’s the people issues that often make or break a deal.

Uniqueness of Approach
As a transition specialist, Mark DeVolder arms leaders with tools and a template to respond to the people issues of change. Issues covered include:

- Resistance remedies- how to enable staff to let go and accept new ways.
- Employee engagement strategies- building commitment through clarity, competence, influence and appreciation.
- Leadership coaching conversations- members will learn how to coach staff to take responsibility for their own problems by clarifying issues, articulating goals and generating solutions.

Mark’s Style
All of Mark’s customized keynotes and breakout sessions contain wit and wisdom, lively audience connection and interaction, illustrated by humor and memorable stories.

Take-away Value:

- Members learn how to move individuals and groups through the stages of transition to successful implementation of change.
- Participants learn how to coach employees using focused, productive conversations that result in employee buy-in and follow through.
- Leaders receive a diagnostic tool to self-analyze the level of staff engagement in each organization: members will leave with a personal plan to systematically increase the level commitment in their organization.
- Leadership Transference- By becoming the champion of change in the organization, leaders will learn to model and direct transition management strategies that can be adopted by employees.
Biography

Dr. Mark DeVolder is experienced and skilled at helping people work better together. In a word, Mark brings depth and diversity to his fifteen-year speaking career: Mark is confident in boardrooms and banquet halls as a sought-after trainer, in emotion-charged negotiations as a mediator and delivering provocative, high-energy messages to audiences of all sizes.

These statements are backed up with high-profile results and repeat clients: Mark facilitated a cooperative partnership between BC Ferries and Transport Canada regarding the $542 million dollar Super C Ferries project. Likewise, DeVolder provided Transition Management training for the Department of National Defence’s 4360 Project. This $90 million initiative involved the demolition of existing buildings, new construction and integration of diverse work units into the new facility.

It’s no wonder, Mark DeVolder is recognized as one of North America’s leading transition specialists. With an ability to adapt to a diverse client base, Mark has coached industry leaders, government Director Generals and First Nation chiefs to navigate change effectively. Whether it’s capacity-building for First Nations like In-SHUCK-ch and Gitxaala or assisting corporate clients like IBM or PricewaterhouseCoopers, Mark receives consistent accolades:

"Dr. DeVolder delivered an outstanding presentation and greatly impressed the audience of Presidents/V.P.'s." Insurance Advisory Council in Jamaica

"Dr. DeVolder's presentation was so timely, informative and well delivered." AIG Financial Group

And, if things come to an impasse, Mark is a skilled mediator in conflict resolution. His 95% success rate in achieving signed agreements says a lot about his ability to analyze difficult situations and bring about positive change amongst diverse groups of people.

In addition to solid business experience and motivational skill, Mark brings cutting-edge content to clients. Mark’s doctoral studies focused on the issues of unity, diversity and synergy- clearly a field of study very applicable in the rapidly changing demographics of business today.

Mark DeVolder is a dual citizen of the United States and Canada and relates well to American and Canadian audiences. Mark lives with his wife and two daughters in British Columbia, Canada.

In summary, Mark enjoys an outstanding reputation as a dynamic, down-to-earth speaker. His approach in working with clients is both practical and results-oriented. He can be counted on to help business leaders identify their key issues, define attainable goals, and implement successful solutions.