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# Evoke Leadership® Workshops

## Immunity To Change

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### 003: Immunity To Change

Immunity to Change (ITC) is a personal and team transformation process, developed over a 20 year time period by Robert Kegan and Lisa Lahey. Kegan and Lahey have authored a book by the same name that has been picked up by the Harvard Business Review, while the program has been carried by Harvard's Graduate School of Education and has appeared on Oprah TV.

### Objectives

ITC illuminates a psychological dynamic, a psychological immune system that prevents us from successfully reaching our goals. The dynamic is often called a “competing commitment”. People often find that they have difficulty making the work and life changes that they seek due to this deeper resistance to change. By engaging the ITC process, attendees will build a personal map of their immune system and be provided the tools to tackle it.

### Learning Modules

- Framing the Purpose
- Ground Rules
- Identifying the Improvement Goal
- Behavior Inventory
- Surfacing the Immune System
- Big Assumptions
- Building the Bridge – Beyond the Workshop

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### Evoke Learning

At Evoke Leadership, we believe that learning is best done experientially, along with traditional facilitation. We strive to create interactive learning experiences that create new neural pathways that support deeper level change.

### Instructors

In 2013, Toma Ramirez founded Evoke Leadership®, serving corporate clients and C-suite professionals. Working together with organizations, he reaches into and across the landscape, helping leaders and address discord and dysfunction, focus on common goals, find common ground, and move forward as a cohesive and united whole.

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Contact Evoke Leadership for more information and pricing (pricing dependent on customization and number of attendees).