TOD'26
International Conference for Training and Organizational Development

The International Conference for Training and Organizational Development TOD'26



Making Change Irresistible

Same storm. Different choices.

Keynote Speaker

Khalid Rabie



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CHANGE IS HARD

SO WE NATURALLY TRY TO AVOIDE IT

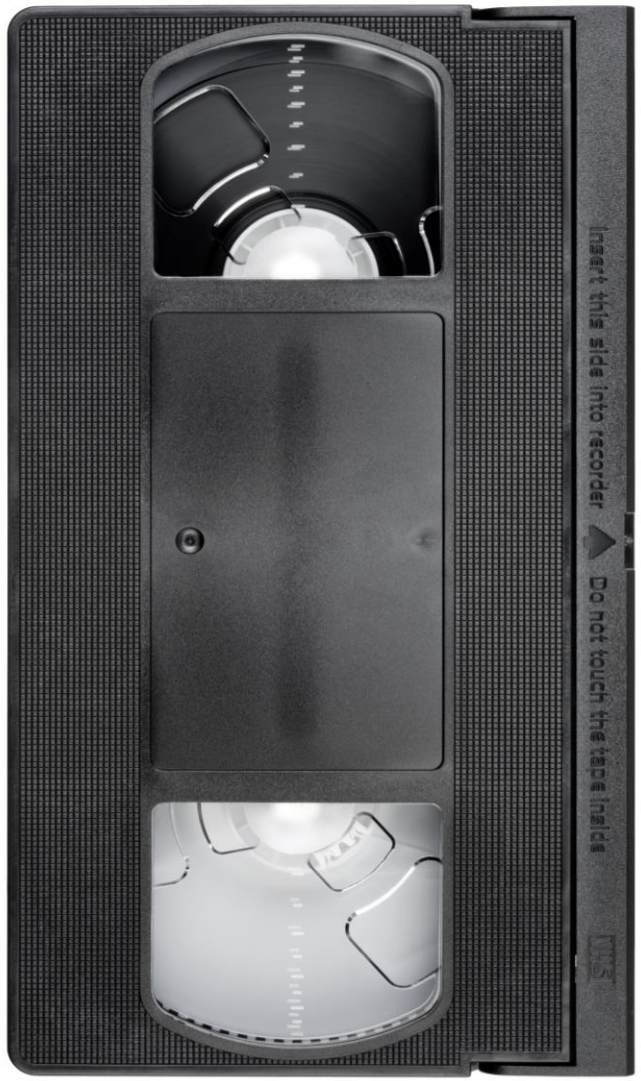
But making it irresistible depends on the Operating Conditions

CONTROLLED - Stable

UNCONTROLLED - Dynamic

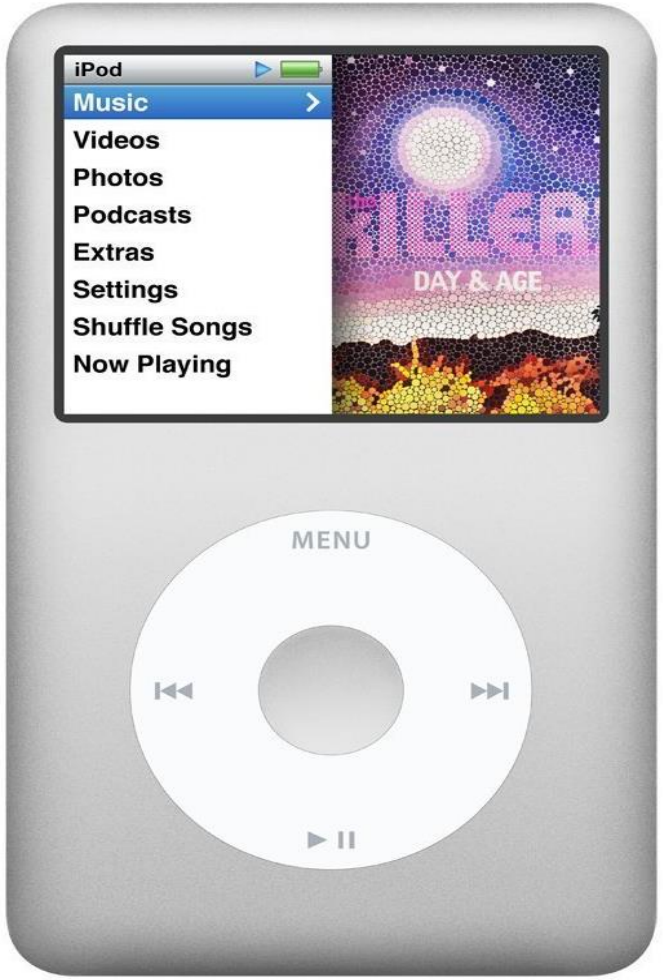

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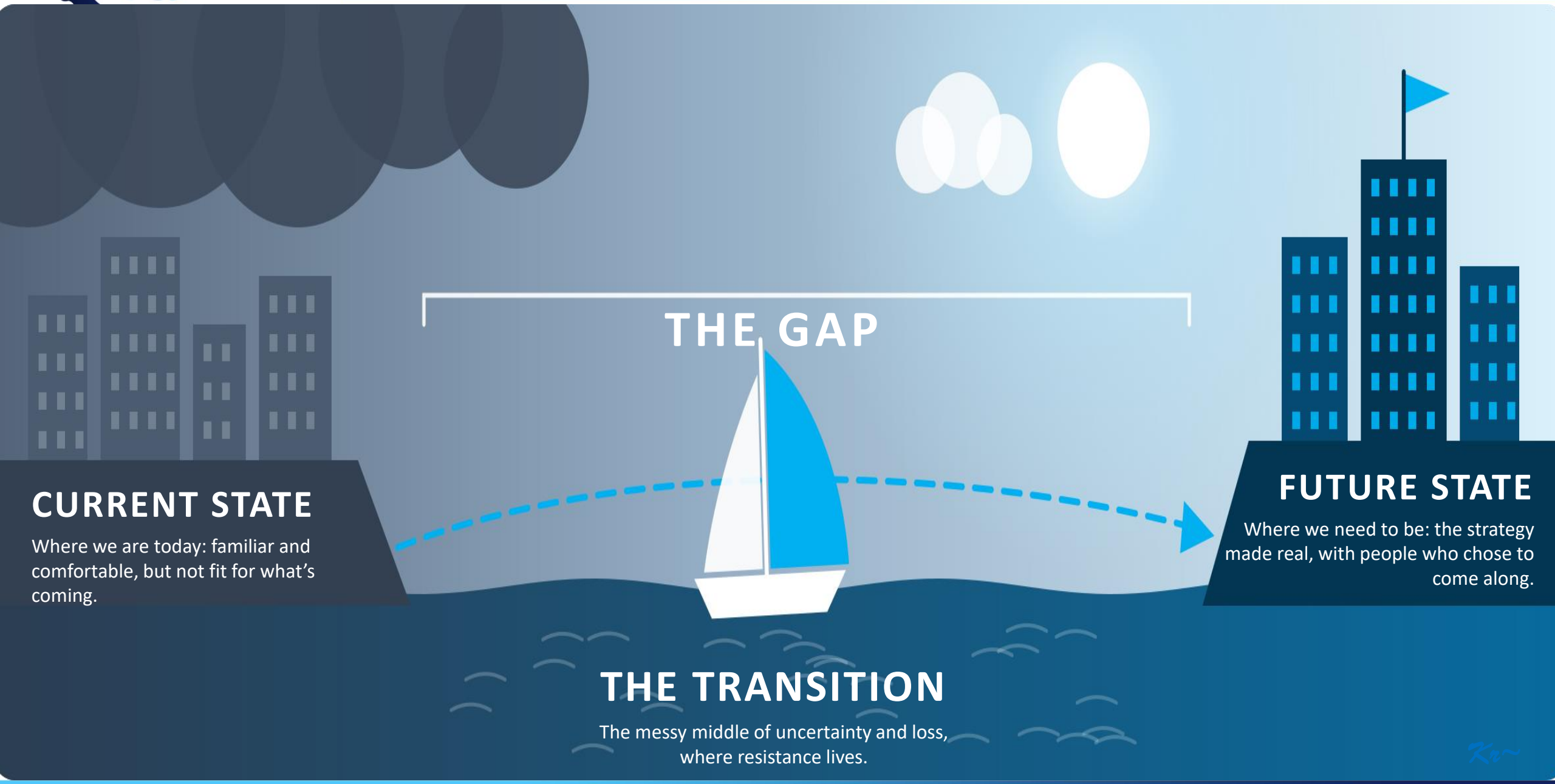








WHAT IS CHANGE


THE GAP
CURRENT STATE
Where we are today: familiar and comfortable, but not fit for what's coming.
FUTURE STATE
Where we need to be: the strategy made real, with people who chose to come along.
THE TRANSITION
The messy middle of uncertainty and loss, where resistance lives.



Where good strategies go to die

THE STORM ISN'T PASSING. IT'S THE NEW CLIMATE

Yet most organizations still treat change as a risk to manage; not an opportunity to seize.

HOW DO WE THINK ABOUT CHANGE?



Turn disruption into your growth engine

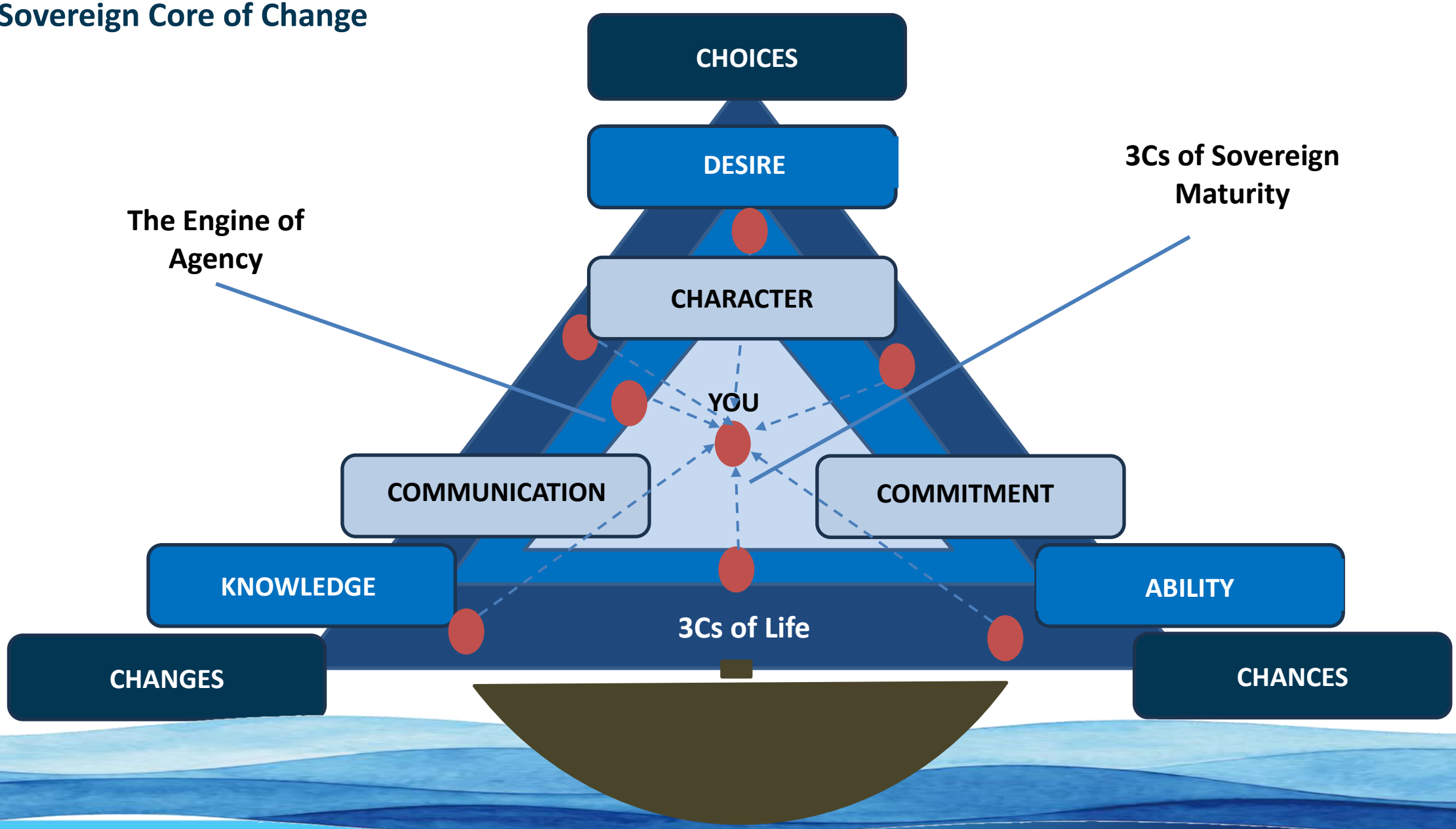
Same storm. Different choices.

The Sovereign Core of Change

- The Triangle of Life
  - The Engine of Agency
    - The Sovereign Maturity



The Sovereign Core of Change



Change is an invitation to grow, not a threat to survive. Your Sovereign Cognizance is the gap where reaction becomes a response

- Khalid Rabie-

THANK YOU


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