



iiChangeTM intensive

WHO SHOULD PARTICIPATE?

Executives, coaches/facilitators, managers, life learners who have had some previous exposure to iiChange

WHAT'S IN IT FOR YOU?

- A deeper understanding of yourself
- Enhanced ability to relate to others
- New thinking and communication tools
- Clarity of purpose and direction

innovativeTM interchange

ASSOCIATES

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iiChange.com

The **iiChange Intensive** is for individuals who are ready to examine their deepest motivations and life goals.

You and a small group of other participants spend approximately three days with a Master iiChange Mentor, expanding your self-awareness, your awareness of others, and your abilities to think creatively and form new habits. Prior to the **Intensive**, you will be asked to:

- Complete the **iiQTM** assessment,
- Read books and articles about iiChange and other transformational thinking; and
- Reflect on how what you've read applies to your life.

During the workshop, you'll have an opportunity to discuss your insights as well as the **iiQ** results and how both can help you be more objective and innovative in your thinking, behavior, and perspective.

The **Intensive** is a combination of lecture, individual exercises, reflection, and group work. And it's candid—you should expect to bump up against your ego boundaries more than once.

Afterward, you may choose to move on to a three-phase self-directed certification process, which will prepare you to teach iiChange. Or you may use what you've learned simply as a guide for ongoing personal and professional development.

Whatever your journey, the goal of the **Intensive** is to quiet your brain for awhile, allowing you to reflect on your values and vision and develop effective strategies for living them.

about innovative interchange

Innovative InterChange is an independent consulting and facilitation company dedicated to helping clients break the cycle of personal stress and organizational mediocrity.

With more than seventy years of research and experience behind us, we design and deliver workshops that teach effective communication, collaboration, appreciation of diverse ideas, creative problem solving, and change management.

We take time to get to know you and your specific goals, and then we create a customized experience—based on the iiChange model—to fit your needs.

master iiChange mentors



Charlie Palmgren
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Charlie has spent more than fifty years developing leading-edge thinking tools and exercises to equip leaders and teams to develop sustainable mindset change. He's been an international consultant to top management and senior consultants and has written several books and articles on behavioral science and OD topics.

His master's in psychology is from Drake University, and his Ph.D. in applied behavioral science and organizational development is from Union Institute and University.



Kathy Hollingsworth
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Kathy is dedicated to helping others reach their potential by understanding their worth and using iiChange skills and tools to enrich their lives. Prior to starting Innovative InterChange Inc., she spent twenty-nine years in banking, including several years as president and CEO of National City Bank, Southwest.

Kathy earned a bachelor's degree in geography from Wittenberg University and an MBA from Case Western University

dayton region facilitators



Heather Martin
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Heather has a passion for communicating important, compelling ideas and for helping people see and appreciate the value in diverse points of view. Heather joined Innovative InterChange Inc. in January 2007 after nearly seventeen years as a professional journalist, including three and a half years as publisher of the Dayton Business Journal.

She has a bachelor's degree in English from Wittenberg University and a master's degree from Northwestern University's Medill School of Journalism.



Steve Haber
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Steve has thirty years of award-winning architecture and engineering experience and has led a personal growth seminar for Life Success Seminars in Cincinnati since 1995. He has a reputation for identifying the steps for personal and professional growth; he is compassionate and has a highly intuitive ability to assist in breaking through the fears and barriers that often sideline individual and organizational goals.

Steve is a registered architect in several states and an NCARB certificate holder. He earned his bachelor's degree in architecture and his Professional Practice Certificate from the University of Cincinnati.