

The Magic of Change: Outline for Full-Day Program

Presenter: Jim Snack

Presentation Title: The Magic of Change: Moving from Fear to Wonder

Program Description: How do people deal with change? Do they find it frustrating and stressful or exciting and challenging? In this motivational program, Jim Snack puts a new twist on transition. Using humor, entertainment, magic and teambuilding exercises, he brings participants on stage to vividly demonstrate how to make change a positive force in one's personal and professional life.

At the conclusion of this program participants will be aware of the affects of change on them personally and on their organization. They will understand the essential factors in building resilience and developing personal strategies for adapting to change.

Program Details:

Objectives	Content	Time Frame	Teaching Strategies
Identify reaction of self and others to change and uncertainty	Four Competencies of Emotional Intelligence with emphasis on self-awareness	15 min	Lecture Demonstration, Slides, Handout
Understand obstacles to creative problem solving	Scientific Method of Problem Solving Limits of logical approach Perceptual filters Effect of Assumptions, Expectations and Values	45 min	Lecture Demonstration, Challenge Exercise, Discussion, Slides
Understand the importance of a Mission Statement and concept of Shared Vision	Two Components of Mission: Impact of Values Importance of Vision Creating a Shared Vision Six Step Cycle of Change in Organizations Resistance to Change: Randy Maurer: "Beyond The Wall of Resistance"	20 min	Lecture, Slides, Handouts

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<p>Apply technique of Re-framing for attitude change Using humor as a positive tool</p>	<p>Definition of Re-framing Using Humor as a reframing tool Two types of humor: Stress Producing vs. Stress Reducing Humor Humor as a Social Bonding Tool Changing “Grim & Bear It” to “Grin & Share It”</p>	<p>40 min</p>	<p>Lecture demonstration, handouts, slides</p>
<p>Move from independent action to interdependency</p>	<p>Definition of Interdependency Stephen Covey’s approach Christopher Reeve Story</p>	<p>15 min</p>	<p>Participatory Demonstration, Physical exercise, lecture demonstration, handout, slides</p>
<p>Apply positive conflict resolution strategies</p>	<p>Definition of Conflict: Thomas Crum Five Modes of Dealing with Conflict Compromise vs. Collaboration Introduce Collaborative Tool: EAR Technique Empathy Attention Mirroring technique NLP Techniques Response Patterns Stimulus-Response Fight vs. Flight Hard vs. Soft styles Centering Technique Flow Technique Verbal Responses</p>	<p>60 min</p>	<p>Lecture demonstration, physical exercises, handouts, slides</p>
<p>Apply Creative Problem Solving Techniques in Team Environments</p>	<p>Myths about Creativity How People React to New Ideas Rule of Agreement Brainstorming Guidelines and Practice Changing “Yes, BUT” into “Yes, AND”</p>	<p>60-90 min</p>	<p>Lecture demonstration, brainstorming practice, theater improvisation exercises, slides, handouts</p>

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Understand and apply Theory of Multiple Intelligences	Howard Gardiner's Theory of Multiple Intelligences Practice MI	60 min	Lecture, slides, experiential exercises, handouts
Develop Confidence during Uncertainty	Concept of 110% Stretching beyond comfort zones Importance of listening to feedback and taking risks	30 min	Lecture demonstration, theatre improvisation exercises, slides, handouts
Review Major Concepts	Review Vision, Techniques, and Follow-through	20 min	Participatory Demonstration, Slides

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BIOGRAPHICAL DATA FORM

Instructions: Make as many photocopies of this form as necessary to provide information required to document adherence to the criteria for accreditation. Information for each person must be **typed** directly on a copy of this form. **Do not attach any additional material.**

Name: James P Snack, B.A.

Address (Office or Home): Office:
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West Sand Lake, NY 12196

Employer: Jim Snack, Inc.

Telephone: (800) 392-7582

Present Position: President

Education (include basic preparation through highest degree held):

Institution (Name, City, State)	Major Area of Study	Year Degree Awarded	Degree
University at Albany Albany, NY	Graduate Studies in Communication With emphasis on Interpersonal/Intercultural Communication	1984-86	Completed all requirements for M.A. except thesis
University at Albany Albany, NY	Theater	1978	B.A.

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Use the space below to briefly describe your professional experience or areas of expertise (including publications) which contribute to your particular involvement with this continuing education activity.

Jim Snack, is a speaker and trainer who works with people who want to change with confidence, and organizations that want to take the terror out of transition.

Averaging over a hundred motivational programs annually, Jim presents keynote speeches, half- and full-day seminars on a variety of topics including, change, teamwork, leadership and communication. Jim has worked in the public and private sectors with such organizations as General Electric, Disney, Lucent Technologies, General Motor, Environmental Protection Agency, and General Services Administration Federal Supply Service.

Jim is a professional member of the National Speakers Association and Past-President of the Hudson-Mohawk Chapter of the American Society of Training and Development. He serves as adjunct faculty for the Eastern Management Development Center in Sheppardstown West Virginia, presenting seminars for the Office of Personnel Management. In addition, Jim works with The HUMOR Project in Saratoga Springs, NY, and organization that promotes the positive power of humor and creativity.

In addition to being a skilled speaker and trainer, Jim is an accomplished magician and sleight-of-hand artist. Whether he is doing a keynote on “The Magic of Change” for a national association, introducing a new product at a corporate trade show, speaking on creativity and communication, or stressing the importance of reading to school children, Jim’s presentations are a captivating blend of magic and message.

In fact, he was named an outstanding teacher by the International Communication Association, and selected by Sharing Ideas Magazine as a “Consummate Speaker of the Year.”