

# TALKING ABOUT CHANGE & INNOVATION

Preferred Length:	45-90 min + 15 min Q&A
Presenters:	Anthony Vade, CED
AV/Technology Needs:	In Person: Video Screen with laptop audio (1/8 inch TRS and HDMI output) 2 Flip Charts per table or Large Whiteboard
Room Set:	Flexible - Aim for interactive session, not passive theatre experience

## 50-Word Summary:

This workshop equips participants with tools to effectively communicate change management and innovation across business teams. Learn to identify and analyze constraints, boundaries, and roadblocks, while grounding ideas in impactful business outcomes. Discover strategies to align leadership vision with team behaviors, fostering ownership, agency, and collaboration across all organizational levels.

## Full Description:

This 90-minute interactive workshop is designed to empower participants with the skills and tools necessary to effectively communicate change management and innovation across business teams. By bridging the gap between leadership vision and team member behaviors, this session equips participants with strategies to align efforts, foster ownership and agency, and create impactful business outcomes. Through peer-to-peer learning, real-world examples, and hands-on exercises, participants will explore how to align communication and innovation strategies across levels of the business hierarchy.

A central focus of the workshop is on understanding and addressing the key elements that impact innovation and change: Constraints, Boundaries, Roadblocks, and Fast Tracks. These concepts will be explored in depth to help participants better analyze their team's challenges and opportunities:

1. **Constraints:** Participants will learn to identify the elements their teams intentionally choose to limit in the interest of focus and impact. Constraints are not obstacles but deliberate decisions to narrow priorities and direct energy toward high-value initiatives. Through guided exercises, participants will practice defining and communicating constraints to ensure clarity and alignment, enabling teams to focus on what truly matters.
2. **Boundaries:** This section addresses elements or ideas that do not align with the organization's mission, vision, or values and will not be pursued. Participants will learn how to define and communicate these boundaries effectively, ensuring that innovation efforts remain aligned with organizational priorities. They will also explore how boundaries can foster creativity by providing clarity on where teams should focus their energy.
3. **Roadblocks:** Participants will identify organizational or environmental hindrances that prevent progress and impact. These could include resource limitations, bureaucratic

processes, or team misalignment. The workshop will provide practical techniques for diagnosing roadblocks, addressing them collaboratively, and fostering a mindset of problem-solving that turns challenges into opportunities for growth.

4. **Fast Tracks:** Finally, participants will explore how to identify and accelerate ideas or initiatives that deliver rapid, meaningful impact. Through real-world examples, participants will analyze when and how fast-tracking can work effectively, as well as potential pitfalls to avoid.

The workshop also emphasizes techniques for bridging the gap between leadership perspectives and team member behaviors. Leaders will explore how to craft and communicate a compelling vision that inspires action, while contributors will learn how to align their behaviors and decisions with that vision. By discussing the different languages and priorities of leaders and team members, participants will gain strategies to foster better mutual understanding and collaboration.

A key aspect of the session is peer-to-peer learning. Participants will share their own experiences and learn from each other, exploring real-world examples of when change management and innovation communication succeed—and when they fall short. These discussions will highlight the importance of clear, transparent communication, as well as how to foster a culture of accountability, ownership, and agency at every level of the business.

Finally, the workshop emphasizes grounding innovative ideas in measurable business outcomes. Participants will practice framing innovation in terms of its impact on the organization's goals, ensuring that new initiatives resonate with both leadership and team members. By the end of the session, participants will walk away with actionable strategies to communicate change and innovation more effectively, align teams around shared goals, and accelerate impact through better collaboration and focus.

#### **This session might interest you if you:**

- Are challenged to manage your team's flexibility of focus moving them from "big picture" to "fine details" mindsets.
- Need to improve how goal setting and behaviors are managed throughout projects.
- Want to foster a collaborative culture that is innovative and able to better align to the shared objectives within our organisation

#### **Learner Outcomes:**

- Learn the language and focus that resonates with different personalities and leadership styles.
- Explore techniques to frame innovation and position it in business impact terms
- Discover how to better articulate the constraints and boundaries from a position of opportunity and possibility, instead of negativity and limitation.



**Anthony VADE BA, altMBA, CED+**

Co-Founder: Strategy Table

Social: [@AVconnecting](#)

Linkedin: <https://www.linkedin.com/in/anthonyvade/>

Email: [anthony@strategytable.co](mailto:anthony@strategytable.co)

### **SHORT FORM BIO:**

Anthony Vade is an innovative and engaging facilitator globally renowned for catalysing improvement and innovation through experience design. He has impacted hundreds of teams, traversing four continents, from small start-ups to Fortune 50 organisations. He empowers corporations, associations, and non-profits to flourish by engaging customers and crafting immersive experiences that captivate audiences and drive positive change. Anthony is an inspiring instigator working to drive transformation and a passionate advocate for applying a structured and strategic approach to purposeful innovation. In his role as co-founder at Strategy Table he makes change and disruption accessible to teams, while empowering, enabling and encouraging collaboration in the most positive direction.

### **EXTENDED BIO:**

Born and raised in Australia, Anthony now calls Toronto, Canada home. For over 25 years, he has helped businesses create meaningful and memorable connections with employees and customers. He has worked with Fortune 50 corporations, including the world's largest technology, hospitality, and production companies. Designing and executing workshops, innovation projects and large-scale conferences and entertainment events.

Anthony loves to push the bar and bravely challenges the status quo. Actively reinventing and redefining strategic collaboration and co-creation for business innovation, experience design and customer engagement. His team-based approach embraces and encourages an elevated way of thinking. Grounded by human-centric design methodologies and a zealous focus on outcome-targeted idea generation.

Anthony's collaborative approach has earned him global acclaim for his contributions to award-winning programs and his involvement with industry associations on local, national, and international scales. Having served on multiple boards and advisory committees, he has spearheaded programs focused on digital transformation and value proposition development.

He is a contributing author to multiple business books focused on business innovation, customer engagement and experience design. Guiding co-authors through the process while inspiring them to explore their thinking and make ideas more accessible. He regularly contributes to media publications and is a sort-after thought leader and global keynote speaker.

Anthony consults customers and educates industry professionals on innovative design strategies. He empowers teams and leaders by equipping them with the tools and mindsets to craft impactful moments with intention and tangible return on experience.