Grace Judson

I work with leaders and organizations navigating change, complexity, and real-world leadership challenges.

My work focuses on practical judgment, clear communication, and helping people act effectively *in real time.*

I bring decades of experience working in and with complex organizations. I'm known for thoughtful, hands-on sessions that prioritize "game-speed" use over inspiration.

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"Grace is unlike any speaker that I have heard before. She was excellent at connecting change management and leadership to what we do. There is something unique and highly effective about her style - it occurs as teaching, coaching, and mentoring, not preaching ."

~ Julie Derry, Owner / Executive Director, CarePatrol of San Diego

Change Leadership:
the *people* side of change management

Change is coming at us faster and faster.

Meanwhile, internal change initiatives often fail because of the emotions they evoke – resistance that's glossed over, ignored, or steamrolled through.

In this session, participants examine how change creates uncertainty and anxiety *and* excitement and anticipation – and how those reactions affect decision-making, engagement, and follow-through. Leaders gain an understanding of how to reduce change fatigue and burnout, address resistance without steamrolling, and help people participate more fully in essential change initiatives. They will:

- Recognize the root causes of resistance to change
- Understand the brain science behind emotional reactivity
- Learn simple, effective, *fun* tools to use in helping themselves, their teams, and their organizations navigate the unavoidable impacts of change and disruption

We will focus less on managing plans, and more on leading people when plans meet reality.

This topic works best with leaders actively navigating change who are willing to examine both structural and human dynamics, not just manage implementation checklists.

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~ leadership in real time ~
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