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MANAGING DISRUPTIVE CHANGE

THE POWER OF RESILIENCE

By Adam White, Speaker | Author | Leadership & Human Potential Expert



Learning & Growth

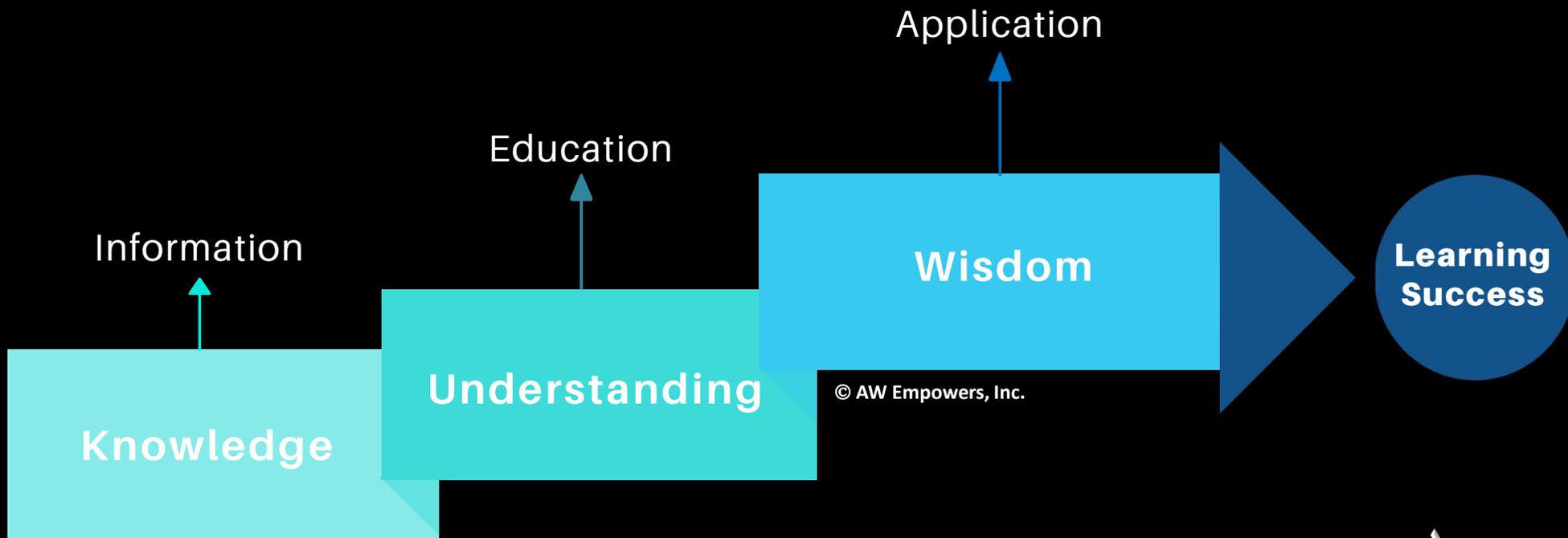


3 Levels of Learning



ADAM WHITE SPEAKS

3 Levels of Learning



What type of soil are you?



WHAT TYPE OF SOIL ARE YOU?

4 Types of Soil



1

Pathway Soil

We allow people to steal what we have learned - negativity



2

Rocky Soil

No root. We quickly forget what we learn



3

Thorny Soil

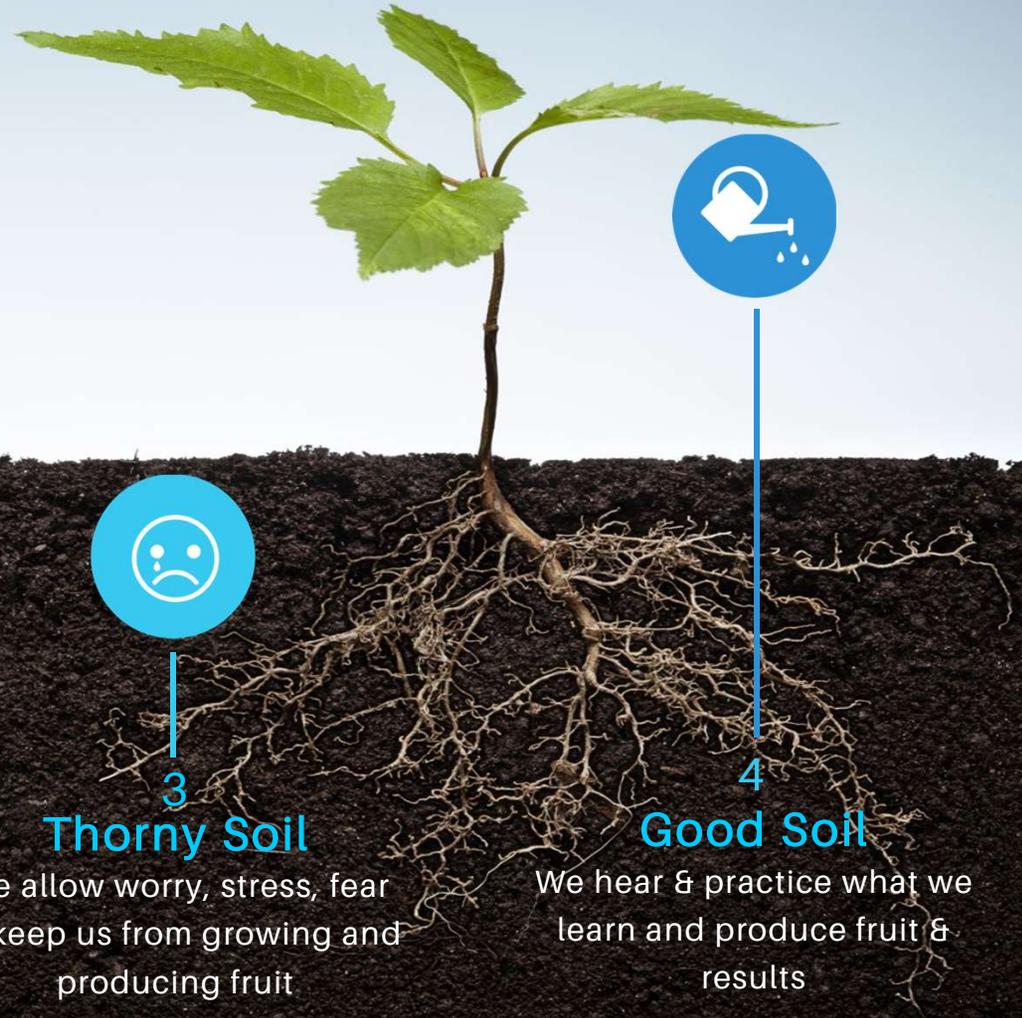
We allow worry, stress, fear to keep us from growing and producing fruit



4

Good Soil

We hear & practice what we learn and produce fruit & results



The background features a dark blue grid with binary code (0s and 1s) scattered across it. In the lower right, there is a faint, semi-transparent image of three runners in motion, suggesting speed and progress.

MANAGING DISRUPTIVE CHANGE

Are You Traditional or Transitional?

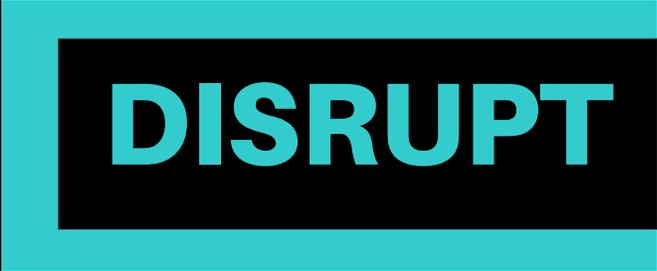


Principles of Change

A scenic landscape featuring a wooden boardwalk that leads through tall, golden-brown grasses. The path curves gently through the dunes, leading towards a bright sunset over rolling hills. The sun is low on the horizon, creating a warm, golden glow and casting long shadows. The sky is filled with soft, white clouds, and the overall atmosphere is peaceful and contemplative.

**“TO EVERYTHING THERE IS A SEASON,
AND A TIME TO EVERY PURPOSE
UNDER THE HEAVEN.”**

-Bible (King James Version)



DISRUPT

: the act or process of disrupting something: a break or interruption in the normal course or continuation of some activity, process, etc.

What does Change Mean?

...the potential to make it a luxury product
all those surprising for traditional markets
that is not to sell the product - it is to sell the
is The price client even the only thing
product the price is often desired is only available
list. If the product is often desired is only available

Defining "Change"



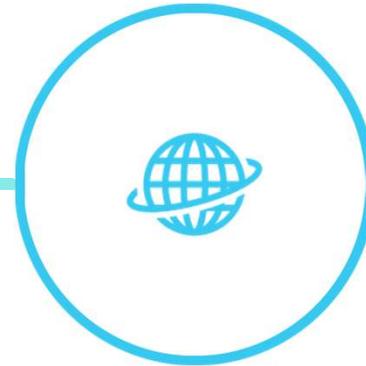
TURNING POINT

A turning point for better or worse.
A time to pivot



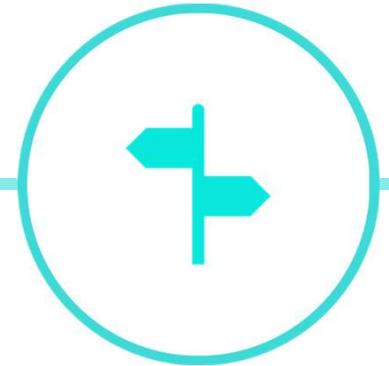
MOMENT OF TRUTH

Confront the Truth. Confront Ourselves



TRANSFORMATION

A social condition requiring transformation of cultural patterns and values



OPPORTUNITY

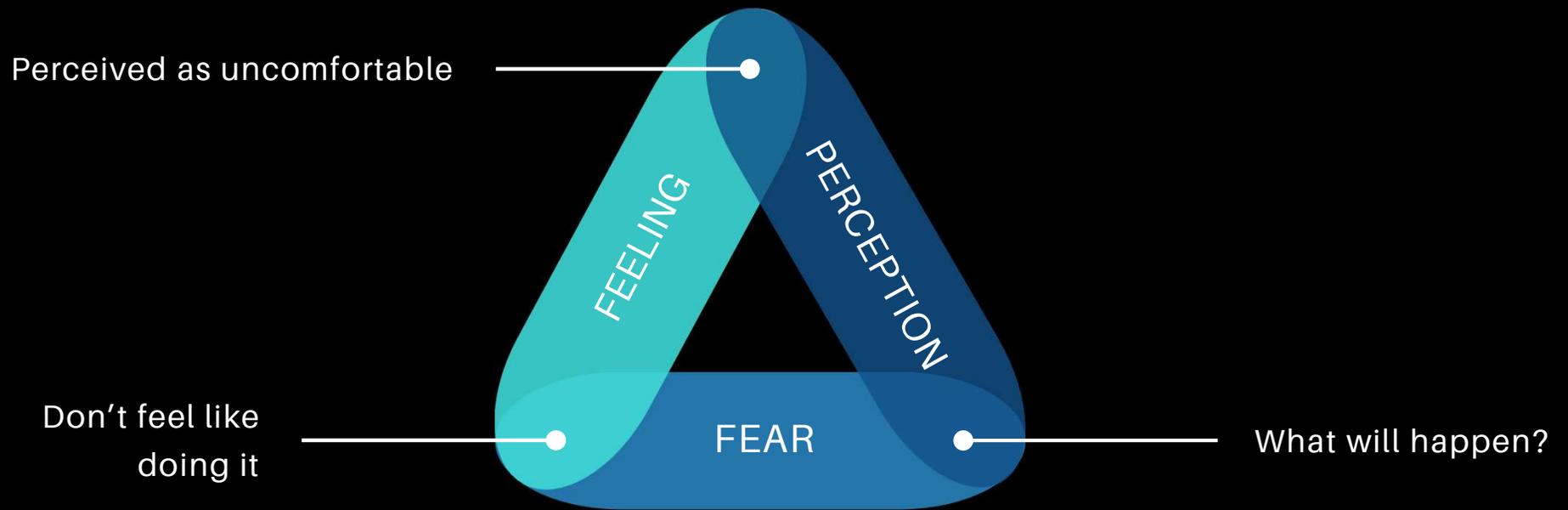
A chance to do something that has never been done before. Hidden within opportunity are "options"



3 things that cause resistance to change

RESISTANCE TO CHANGE

3 Things that Cause Resistance to Change



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WHY DOES CHANGE HAPPEN?

Why change happens?

Change comes to improve
and advance your life



Why change happens?

Change breaks tradition

Tradition is the greatest enemy of change

Tradition is "frozen success"



Why change happens?

**One of the greatest threats to
self-development, growth and
improvement is**

“COMFORT”



How eagles learn to fly?
Fly or Die?



A close-up photograph of a person's hand holding a fingerprint scanner. The scanner is a small, rectangular device with a textured surface, held against the person's index finger. The background is a soft, out-of-focus light color.

**WHY SHOULD I CARE ABOUT MANAGING
OR EMBACING CHANGE?**

Blockbuster didn't see the Redbox disruption coming and was forced to close all its stores



Redbox didn't see the Netflix disruption coming and watched its business go to Netflix



JCPenney, Macy's, Carson's and many big box retail stores didn't see the disruption of online shopping and Amazon coming so they were forced to close almost all their stores



Ford, General Motors, and Fiat Chrysler didn't see the Tesla disruption coming and watched their company's share value decline



Truck drivers didn't see that autonomous vehicles would disrupt the transportation industry and they will all soon be out of a job



The television industry didn't see the YouTube disruption coming and has all but lost its viewers, supporters, sponsors, and influence



Apple didn't see the disruption in technology coming and only have 2 main products left that keep them in business, the iPhone, and the Mac Book. (The iPod, iPad and other products are obsolete)



McDonalds, Burger King, Wendy's, and KFC didn't see the disruption of Chick Fil A by an Owner that stood for what he believed in, closes on Sundays, and Chick Fil A still makes more than "DOUBLE" the sales of McDonald's per restaurant.



MANAGING CHANGE

6-Keys to Managing Change



1

EXPECT IT



2

UNDERSTAND IT



6

OUTLAST THE
SEASON OF
CHANGE



5

MANAGE IT



4

EMBRACE IT



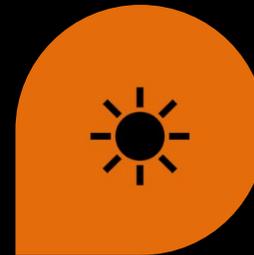
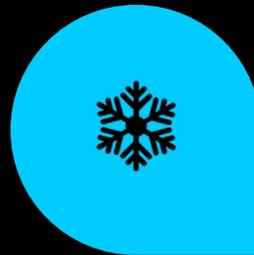
3

ACCOMMODATE IT

4 SEASONS OF CHANGE

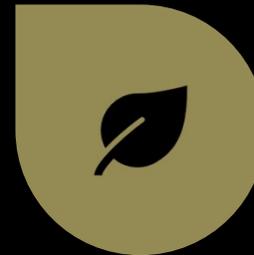
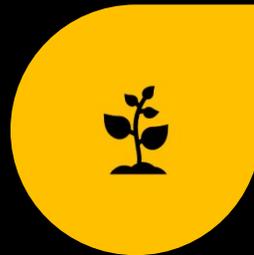
Seasons are Incentives to Plan for the Future

WINTER



SUMMER

SPRING



FALL

SEASON 1:

WINTER

Lesson 1: Learn How to Handle the Winters

You must learn to handle recessions. Recessions always follow progressions.

Winter is when it all goes wrong, winter is when you can't figure it out, winter is when your heart is smashed, winter is when your prayers seem to go nowhere.

Don't wish it was easier, get better. Don't wish for less problems, develop more skill. Don't wish for less challenge, get more wisdom.

SEASON 2:

SPRING

Lesson 2: Take Advantage of Spring

Spring is called, "opportunity." Spring always follows winter

Get good at **planting** in spring or you will end up begging in the fall

Take advantage of the springs quickly. Read every book and find out what to do with the springs when they come. Life is short and life is brief. Don't let the springs pass.



SEASON 3:

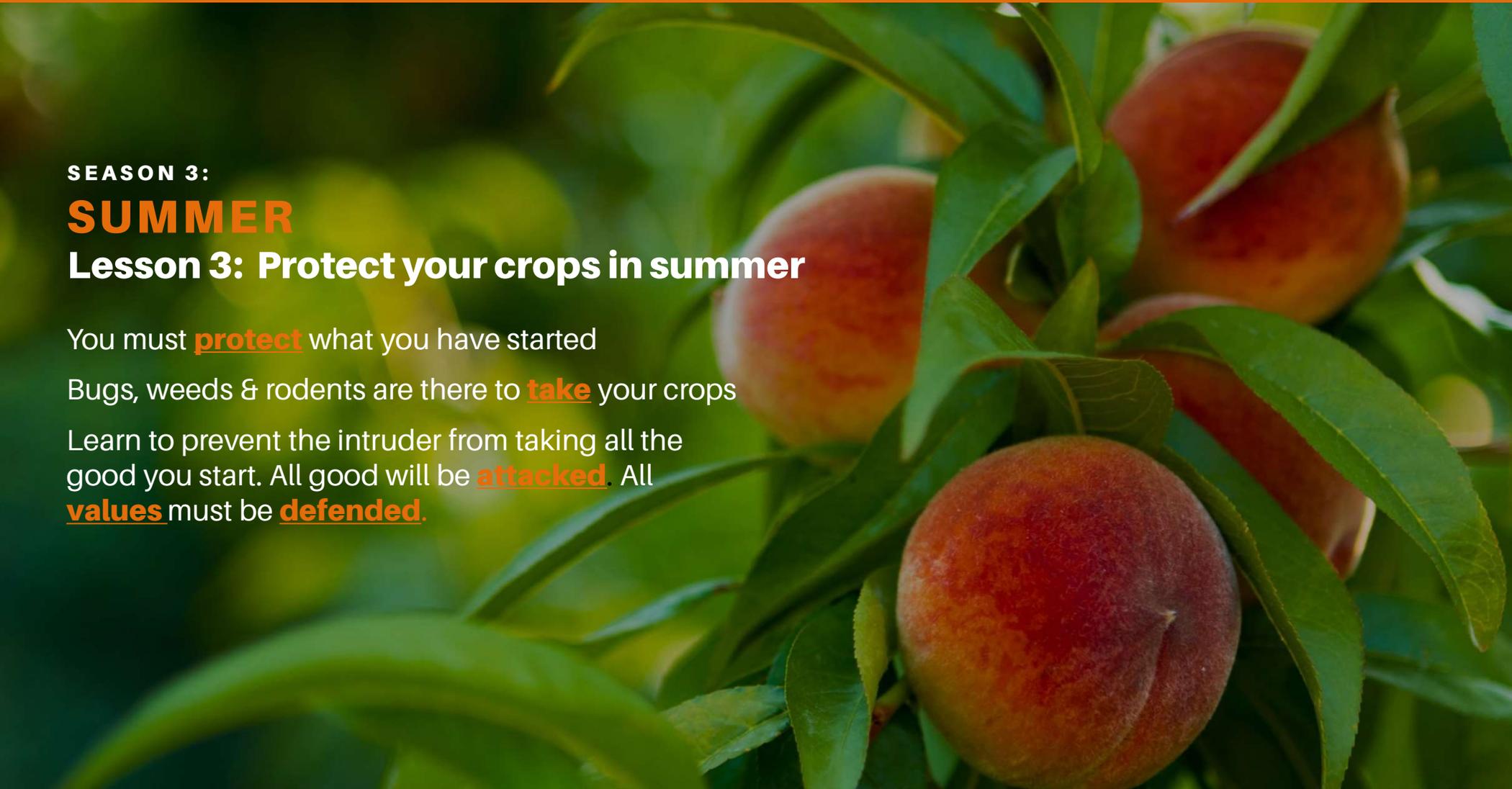
SUMMER

Lesson 3: Protect your crops in summer

You must **protect** what you have started

Bugs, weeds & rodents are there to **take** your crops

Learn to prevent the intruder from taking all the good you start. All good will be **attacked**. All **values** must be **defended**.



SEASON 4:

FALL

Lesson 4: Reap in fall without complaint

Take full responsibility for what happens to you

The highest form of human maturity is the day we accept full responsibility

Learn to reap in the fall without apology if you do well and without complaint if you don't



The Power of Resilience

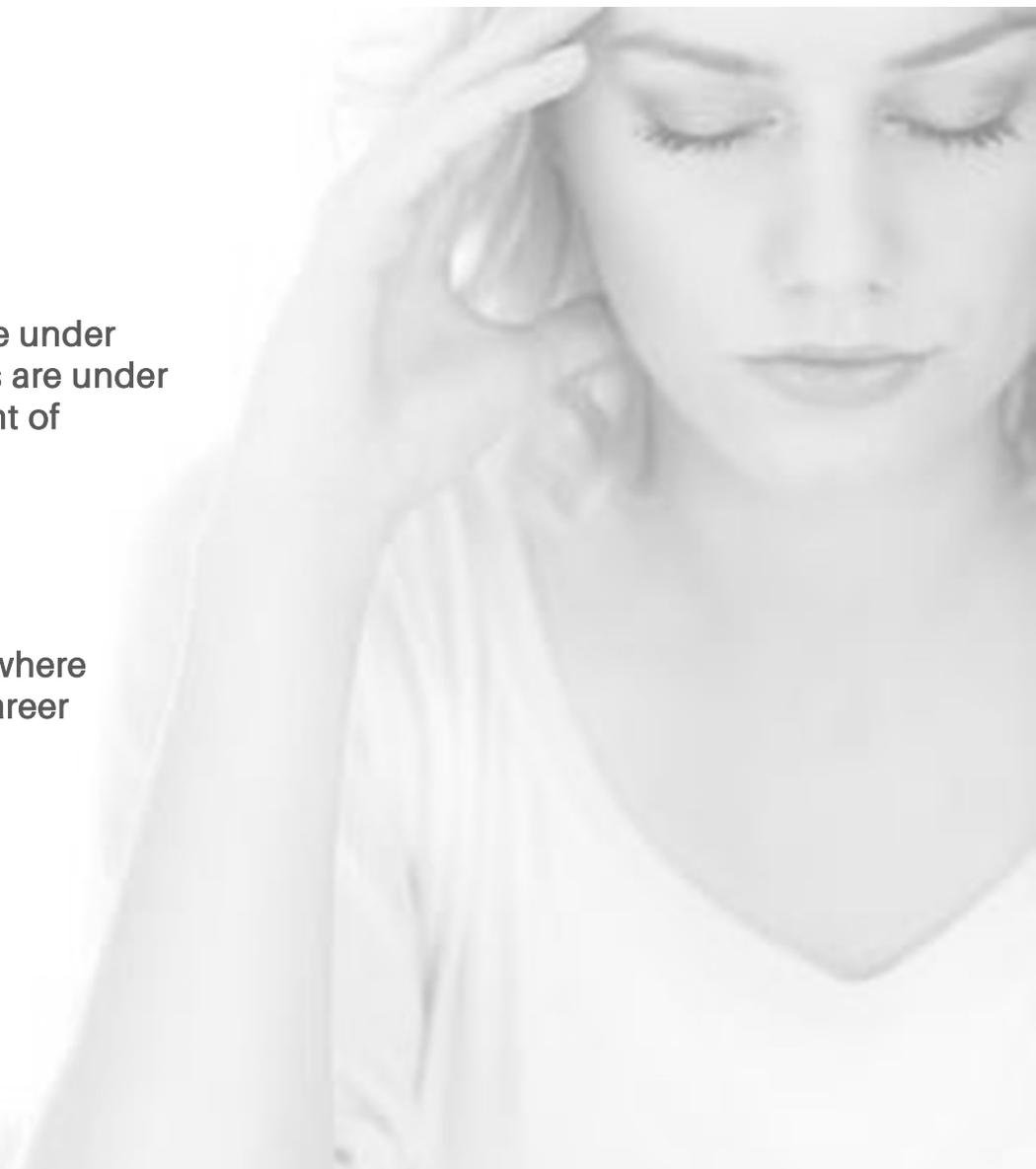
Pressure vs. Power

Pressure

More than ever our lives are under pressure, our families are under pressure, our schools are under pressure, our organizations are under pressure, our leaders are under pressure. We are at the point of breaking.

Power

But other people are snapping back, seeing opportunities where there is crisis, taking advantage of a layoff to chart a new career and more. They are turning "pressure" into "power"





**WHAT DO THE FOLLOWING
HAVE IN COMMON?**

- **DIAMONDS**
- **LEMONS**
- **OLIVES**
- **GRAPES**

Pressure places a Demand on your Potential



**What separates those who sail over
what others sink in?**

**What allows one person to bounce
back while another one breaks?**

**What will carry us through this tough
time of challenge, change, and crisis?**

The answer is....

RESILIENCE

The DNA of Resilience

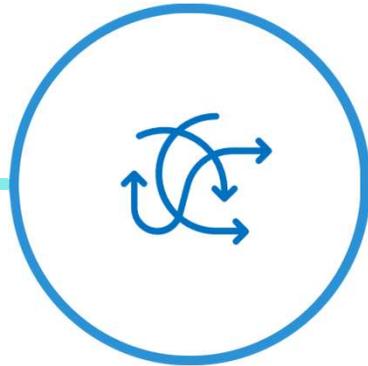
What Makes People Resilient?

Defining "Resiliency"



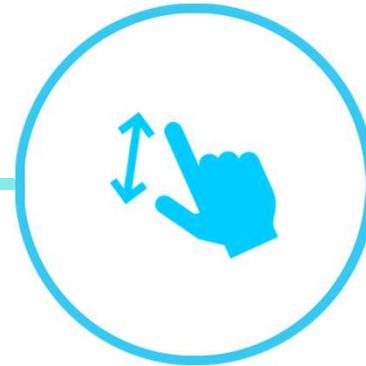
MANAGE

The ability to manage life's challenges, stresses, changes and pressures effectively



ADAPT

The ability to adapt and cope successfully with adversity



RESPOND

The ability to respond in a methodical, logical, and effective way



BOUNCE BACK

Bounce back to a balanced state after facing a major disruption in life or career

- Lost her mother to multiple Sclerosis (describes the loss as the most traumatizing moment of her life)
- Had a miscarriage of her first child
- Marriage only lasted for 13 months
- She became jobless, a single parent and poor
- In a 2008 Harvard Commencement Speech she said, "I was the biggest failure I knew"
- The loss of her mother, divorce, joblessness, and poverty lead to severe depression
- Received "loads" of rejections from book publishers for her Harry Potter book
- She never gave up on her dream to write books and finally became a published author
- Her series of seven books has sold more than 450 million copies, won innumerable awards, been made into movies and transformed Rowling's life
- She is estimated to be worth more than \$1 billion and one of the richest women in the world

J.K Rowling

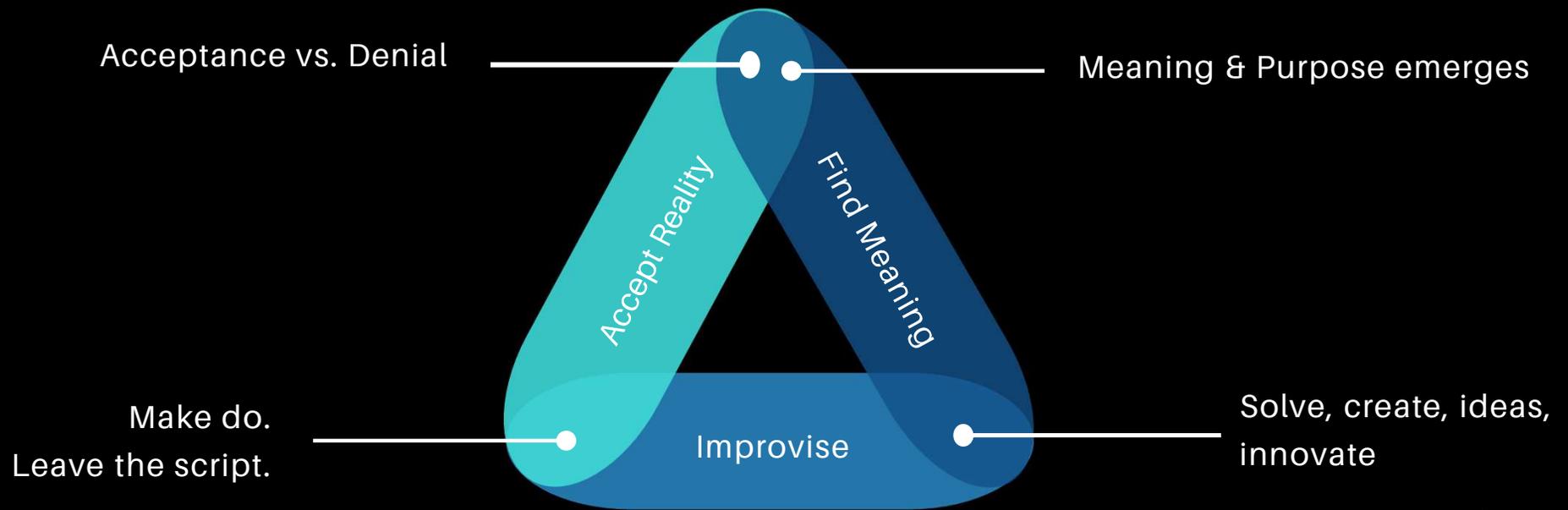


The 3 Defining Characteristics of Resilient People



The 3 Defining Characteristics

Resilient People





RESILIENCE AFFIRMATIONS

I AM NOT A QUITTER

I HAVE WILL POWER

I BELIEVE IN MYSELF

I MAY BEND BUT I WON'T BREAK

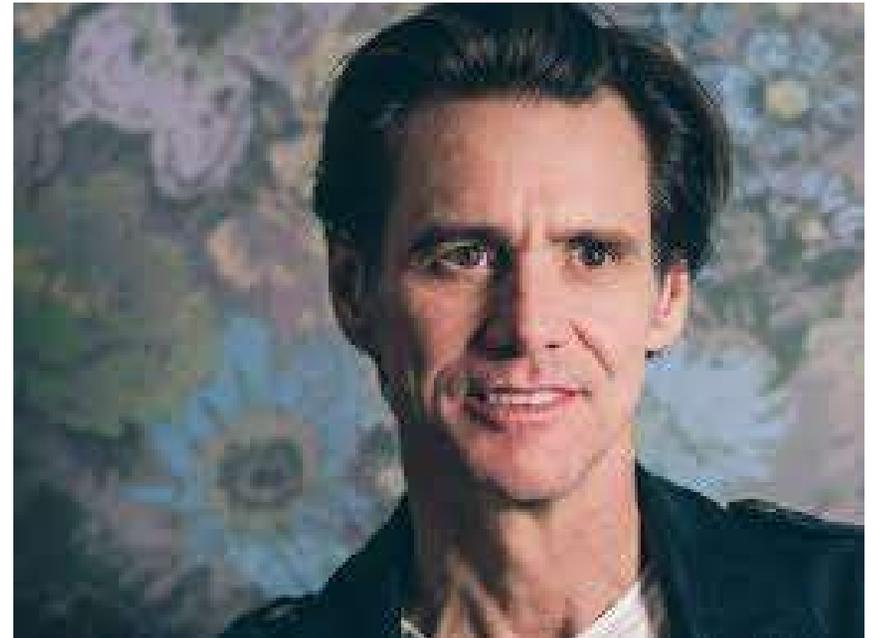
YOU HAVEN'T SEEN THE LAST OF ME

I WAS BORN TO WIN AND NOT LOSE

© AW Empowers, Inc.

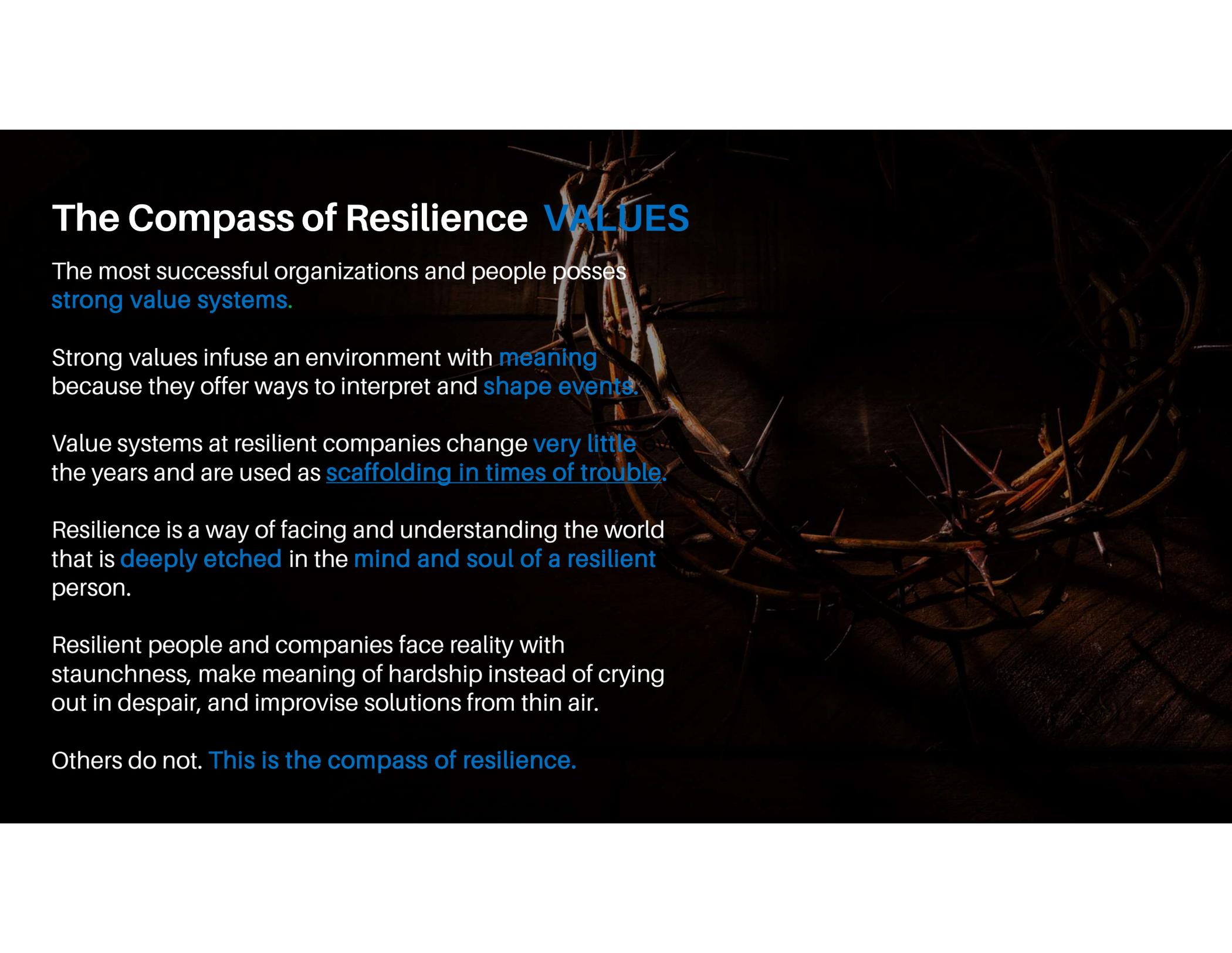
- His father lost his job and the family hit rough times
- They moved into a VW van on a relative's lawn
- At age 10 – took an 8-hour factory job after school to help make ends meet
- At age 15 – performed his comedy on stage in a suit his mom made for him. He bombed, but never quit
- At age 16 – he quit school, moved to LA, parked on Mulholland drive every night and visualized his success
- One of these nights he wrote a check to himself for \$10 million for “Acting Services Rendered” which dated Thanksgiving 1995
- Just before that date, he hit his payday, landing the role in *Dumb and Dumber*
- He put the deteriorated check, which he'd kept in his wallet the whole time, in his father's casket

Jim Carrey





The Compass of Resilience: **VALUES**



The Compass of Resilience **VALUES**

The most successful organizations and people possess **strong value systems.**

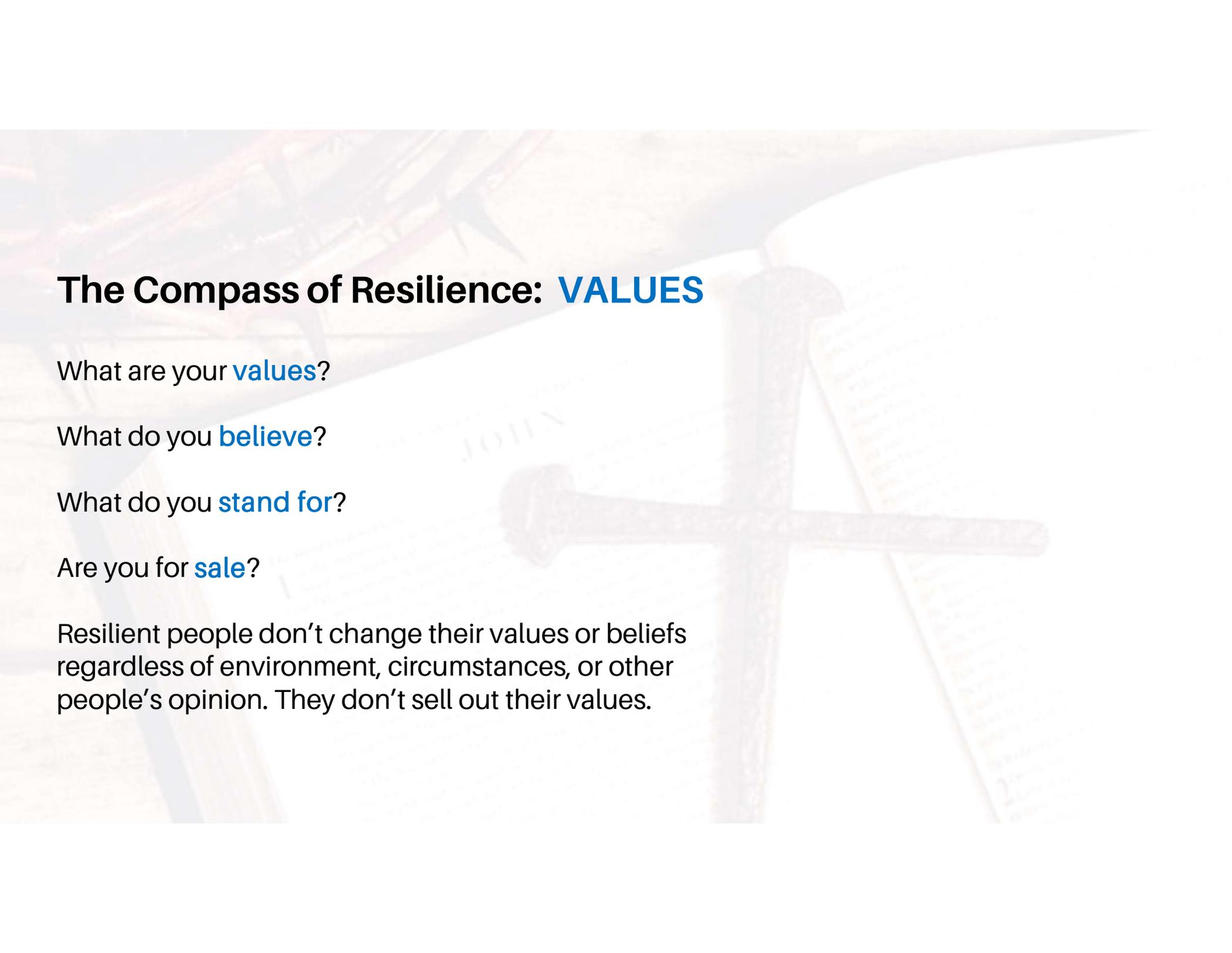
Strong values infuse an environment with **meaning** because they offer ways to interpret and **shape events.**

Value systems at resilient companies change **very little** the years and are used as **scaffolding in times of trouble.**

Resilience is a way of facing and understanding the world that is **deeply etched** in the **mind and soul of a resilient** person.

Resilient people and companies face reality with staunchness, make meaning of hardship instead of crying out in despair, and improvise solutions from thin air.

Others do not. **This is the compass of resilience.**



The Compass of Resilience: **VALUES**

What are your **values**?

What do you **believe**?

What do you **stand for**?

Are you for **sale**?

Resilient people don't change their values or beliefs regardless of environment, circumstances, or other people's opinion. They don't sell out their values.

“I cannot always control what goes on outside. But I can always control what goes on inside”

- Wayne Dyer, Author

“Whether you prevail or fail, endure or die, depends more on what you do to yourself than on what the world does to you”

- Jim Collins, Author of Good to Great

“Your thoughts and words create your reality. Your mind listens to your mouth”

- Adam White, Author, Speaker, Human Potential Expert

A young child with light-colored hair, wearing a green shirt, is holding a small snake with a brown and white patterned body. The child is looking towards the camera with a slight smile. The background is a plain, light-colored wall.

Snake Skin

Snake Skin

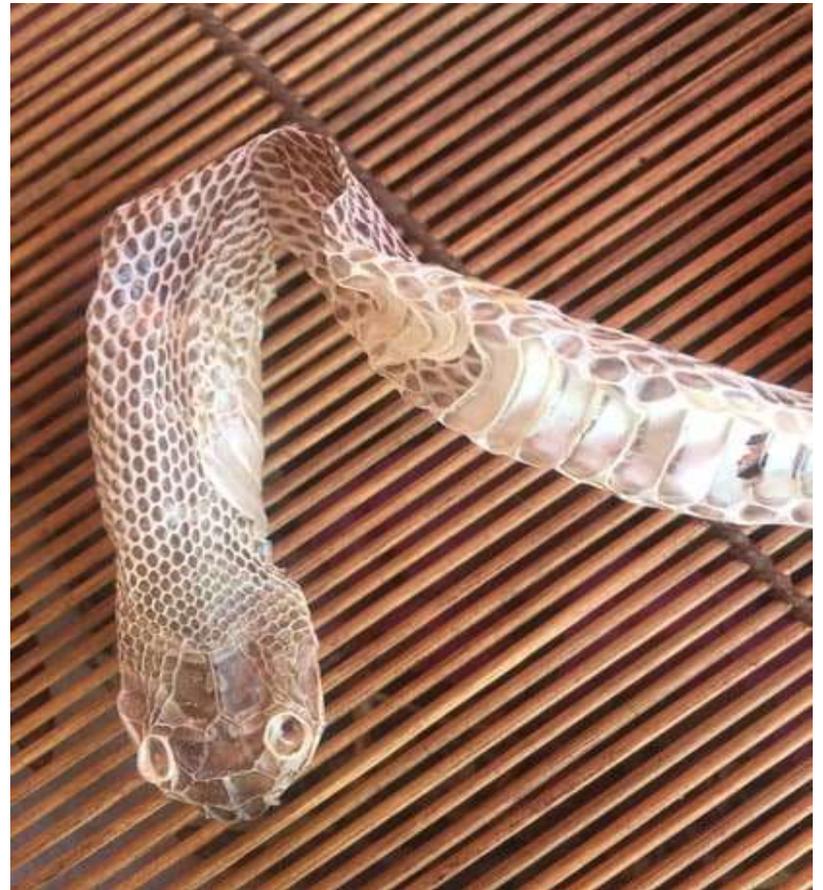
Snakes shed their skin to allow for further growth and to remove parasites that may have attached to their old skin

Parasites:

Old mindsets that need to change
Old habits that need to be broken
Old patterns that need to be disrupted
People that have been eating away at us

The snake grows, but the skin does not. It gets to a point where the skin can't grow anymore

A new layer of skin grows underneath the current one
(Growth happens underneath the old skin)



- **Physically and sexually abused growing up**
- **Got kicked out of high school**
- **Tried to commit suicide twice – once as a preteen and again at 22**
- **In 1992 wrote and produce his first theatre production that failed miserably; only 30 people showed up**
- **Kept producing, worked odd jobs and slept in his car to get by**
- **Six years after his first play, he broke through**
- **Today he is an extremely successful director, writer, actor and was named by Forbes highest paid man in entertainment**
- **Owns his own Movie Studio in Atlanta**

Tyler Perry



- Hamilton started surfing when she was just a child
- At age 13, an almost-deadly shark attack resulted in her losing her arm
- She was back on her surfboard one month later
- In the next 2 years she won first place in the Explorer Women's Division of the NSSA National Championships

Talk about resilience!

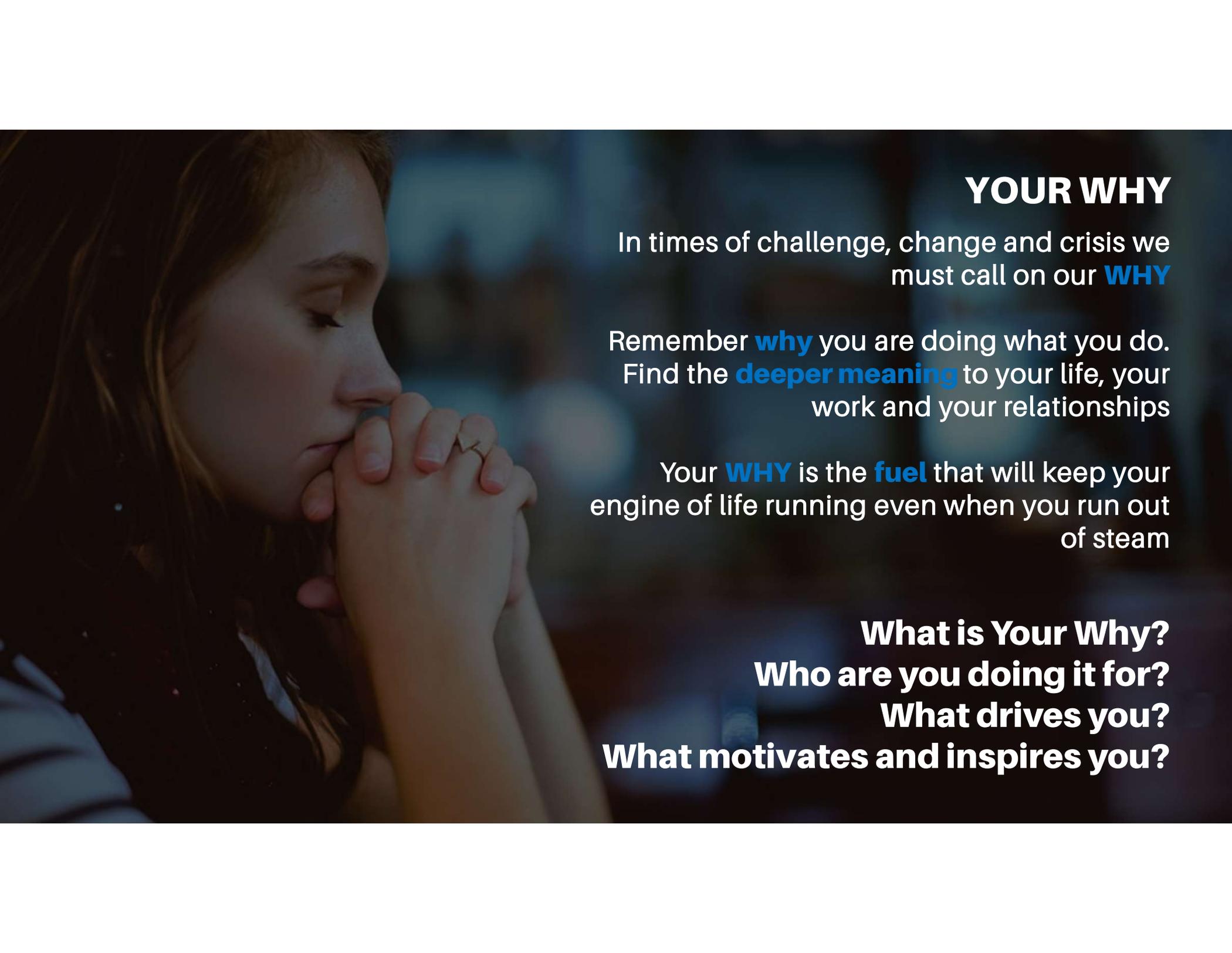
Bethany Hamilton





Your WHY





YOUR WHY

In times of challenge, change and crisis we must call on our **WHY**

Remember **why** you are doing what you do.
Find the **deeper meaning** to your life, your work and your relationships

Your **WHY** is the **fuel** that will keep your engine of life running even when you run out of steam

What is Your Why?

Who are you doing it for?

What drives you?

What motivates and inspires you?

February 11, 1990, Mike Tyson fought Buster Douglas at the Tokyo Dome.

Tyson the undefeated, undisputed heavyweight champion lost to Douglas a **4-time loser** and **underdog**

Douglas was **knocked out** by Tyson in the **8th round** and the world said it was over. He was saved by the bell in that round

Round 9, Douglas fought his way back and knocked Tyson out

When asked how he beat Tyson he said his **mother died 2 days before the fight** and had told people her son would become the boxing champion

Buster's **why** was **stronger** than the **knockout**. He called upon his inner why to Win!

Buster Douglas









7 THINGS TO BE GRATEFUL FOR

- 1. Life (every hour 6,316 people die)**
- 2. Family**
- 3. Health**
- 4. The Gift of Today**
- 5. Abundance**
- 6. Love**
- 7. The No's in Your Life**



**The Wealthiest Place
in the World**

THE CEMETERY

3 QUESTIONS WE MUST ALL ANSWER

DID I LIVE?

DID I LOVE?

DID I MATTER?



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