

# ENERGIZING CHANGE

## Empowering High-Performance Teams Through Uncertainty



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The strongest teams don't just endure change - they stay steady inside it and take action, especially when outcomes aren't clear.

In this practical, highly engaging keynote, Jesse gives leaders and teams a simple framework to reduce blame, regulate emotions, and stay consistent as expectations shift - replacing reaction with ownership and building momentum through clear standards, not perfect conditions.

Are your people operating with confidence through change, or getting yanked around by it?

## THIS TALK MATTERS BECAUSE...

**Leaders** set the tone - especially when things get confusing, frustrating, and overwhelming.

- ◆ **Change** is a constant. Teams don't need hype. They need an obvious operating system: ownership over blame, emotional steadiness over reactionary whiplash, and clear standards that hold during the hard days.

- ◆ When **culture** slips into blaming, complaining, or making excuses, performance declines and trust erodes **FAST**. Let's get your leaders steering the culture - so your people stay present, communicate clearer, and execute with consistency as changes mount.

## KEY TAKEAWAYS

- ◆ **Master 3 Change-Ready Mindsets:** A simple framework that keeps leaders and teams aligned, accountable, and action-ready during uncertainty.

- ◆ **Break the Blame Cycle:** Shift behavior from blaming, complaining, and excuses into ownership and solution-focused accountability - taking actions creates momentum!

- ◆ **Lead with a Wise Mind:** Regulate emotions, reduce conflicts, and improve decision-making when stress spikes and moods fluctuate.

- ◆ **Build Standards That Hold on Hard Days:** Define "bad-day minimums" so execution stays consistent - especially when conditions aren't (which is most of the time).

Let's be honest - when **leaders** act like everything's fine while the team is struggling, people stop trusting the message. **Change** fatigue turns into burnout, disengagement, or quiet quitting. Great leadership isn't about having all the answers; it's about setting the **cultural** tone, owning their impact, and creating stability amid changes. When leaders model accountability, emotional control, and clear **standards**, teams don't spiral down; they evolve, **All The Way Up!**

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