

About Gayla Hodges

Gayla Hodges has extensive experience in corporate transformational change. She coaches executives and managers in leading corporate change and facilitating the development and implementation of organizational effectiveness strategies.

She co-designed and implemented a strategic initiative called "Living the Future" for a major electric power generation company. She was a key member of the transition team for two of the first power plants to be sold in the Midwest.

Gayla served as project manager for an award-winning system-wide change effort at Arizona Public Service Company and has served as consultant for ongoing union/management collaboration in a key area of that company for the past several years.

She holds a BA in Psychology, an MA in HR Management, and is a Professional Certified Coach (PCC) through the International Coach Federation and as a Senior Professional in Human Resources (SPHR) by the Society of HR Management. In addition, Gayla is certified as a DynaMetrics Professional, providing expert knowledge and ability in assessing individuals and group dynamics using some of the most technologically advanced assessment tools available. She is also certified as a Level 1 Equine Assisted Learning Facilitator, which she uses to run **Renewal Ranch**, a division of **Change Agents, Inc.**

Her company, **Change Agents, Inc.** is certified by the City of Phoenix as a Woman Owned Business. She is a charter member of the Arizona Organization Development Network, a member of the International Coach Federation, the National Association of Women Business Owners (NAWBO), Shared Vision Network, and a graduate of Phoenix Valley Leadership Academy. She has received the APS Excellence Award for Breakthrough Project Management.



Turning the Fear of Change Into the Energy of Success



Workforce
Development

Change
Management



Leadership
Development
Coaching

Equine
Enhanced
Learning

Executive
Coaching

Team
Coaching



Change Agents, Inc. is certified as a women's business enterprise through the Women's Business Enterprise National Council (WBENC), the nation's largest third-party certifier of businesses owned and operated by women in the U.S.

We recognize the commitment to supplier diversity that is embraced by corporations and government agencies today, and we can add diversity to your supply chain.

Change Agents, Inc. provides coaching and consulting to accelerate your company's strategic success.



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A
Women's
Business
Enterprise



About Change Agents, Inc.

Change Agents, Inc. is the consultant of choice for leaders who need direction and support in energizing employees to meet strategic goals. We leverage our industry knowledge and change management expertise to energize your workforce. Using our signature **Natural Effectiveness™ Coaching and Teaming** we help corporate team leaders achieve personal, team and corporate goals.

We offer high impact programs tailored to facilitate the definition, achievement and implementation of our clients' strategies. Each client's program is uniquely developed based on the results of their workforce assessment, which is conducted using technologically advanced people assessment tools. **Change**



Agents, Inc. is a catalyst for corporate change at all levels of the organization.

Our clients are usually very good at operating their businesses from a technical standpoint. They need help with the "soft" side of the business. That is where we shine. We are highly skilled in organization and workforce development and change management processes.

Unlike other consultants who only help develop strategy, **we specialize in developing and executing implementation strategies**, not only developing the strategies but actually coaching leaders through implementation and execution of the plan

We offer pre-selection assessment, executive coaching, workforce development and leadership training. All of our programs build upon each other to offer an integrated package of services designed to meet your strategic objectives in the most efficient and effective manner possible.

About Our Services

Utilizing our proprietary Natural Effectiveness™ Coaching Philosophy Change Agents, Inc. provides direction and support to business leaders in energizing employees to meet strategic goals by leveraging industry knowledge and change management expertise. We help business leaders achieve the desired results.

Unlike most executive coaching companies and change management consultants, **Change Agents, Inc.** works with people at every level of your company. Our effectiveness can be attributed to the fact that we recognize, leverage, and build upon the natural strengths of the organization and its leaders.

Executive and Leadership Development

Coaching. Our leadership development process is based on a leader-initiated change model that was the result of intensive research on how leaders make (or break) change efforts in an organization. The outcome of participation in this process is a *personal leadership plan tailored to the specific organization and designed to support the strategic direction of the company*. We coach executives as change leaders, helping them develop both a personal leadership plan tailored to the needs of the organization and an organizational plan tailored to their vision for the company. This plan includes the following areas: (1) Succession Planning, (2) Integrated Culture Planning, (3) Organization Diagnosis, (4) Managing Change, (5) Leader-Initiated Change, and (6) Strategic Planning Facilitation.

Team Coaching. We coach middle management in the organization, moving them into a **Natural Effectiveness™** Teaming process. We coach the team to buy in to the executive's vision and support the organizational change. We coach for performance, development and leadership skills. We coach and train front-line employees to become change leaders in the organization. All of our team building programs are built around teams engaging in real work to build team skills. Sessions are focused on the objectives of the team and designed to promote buy-in and accountability for team outcomes.

Change Management Training and Workshops. We offer a number of change management training events and workshops for persons at all levels of the organization. We train participants in skills necessary to manage organizational change effectively, as well as opportunities to learn to utilize new skills in practical contexts. Training programs and workshops are customized to meet the specific needs of your organization and the people at every level of the organization. The goal of all training and workshops is to build confidence, competence and communication throughout the organization. Training and workshop topics include: Target Setting, **Leadership You!**™ (a leadership course for frontline employees), Outdoor Team Building, Equine Assisted Learning, Personal Strategic Planning.

Equine Assisted Learning (EAL) uses horses as active participants to help facilitate the learning experience. Horses are social animals. By examining equine behavior, and how the horses may or may not react to them, participants better understand what may be more effective in our own human relationships. The equine-assisted model helps individuals learn about themselves and others by participating in activities with horses and then processing thoughts, feelings, behaviors and patterns. Because horses have personalities, much like people do, they provide instant and honest feedback. Our Equine Assisted Learning facility, Renewal Ranch, is located in Glendale, Arizona.

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