

## Talk Sheet

### Same Problem, Different Day - Here's Why

#### The Problem It Addresses

The organization has already invested time and effort trying to fix this. New strategies, leadership conversations, and structural changes have been put in place. But the same issues keep resurfacing in different forms, and the fixes don't hold, even when they should. It's starting to feel like no matter what gets introduced, something underneath pulls things back to where they were.

#### What This Talk Does

If the same problems keep showing up during change, the instinct is to look harder at the problem. This talk suggests looking somewhere else entirely. Most recurring issues of feeling stuck aren't about strategy or skill. They're about a human operating system that hasn't caught up to where people are trying to go. People act from who they believe they are, not where they're trying to go. Leaders and teams are no different. Without awareness of that gap, the loop keeps running. This talk names the patterns driving what you're seeing, why we can't see why we're stuck, and what it actually takes to get traction on the things that keep stalling.

1. Why the same problems keep showing up during change and what's actually driving them
2. How to recognize the patterns underneath the behaviour before they derail your team again
3. What it takes to interrupt a loop that awareness alone won't break

#### Target Audience

Leaders who are frustrated that the same dynamics keep showing up no matter what they do. Organizations that have tried multiple interventions and are starting to wonder if the problem is something they're not seeing.

#### Format

Keynote / Half-day workshop / Leadership team session  
Length: 45 min / 90 min / Half day

#### About Sherry

Sherry has spent her career inside complex organizations, leading teams, managing high-stakes client relationships, and operating in fast-paced, high-expectation environments. That experience is what shapes her work today: helping leaders and organizations navigate the human side of transition by focusing on what's happening underneath change. The patterns that shape how people think, decide, and respond under pressure. That's where most change efforts break down. And where her work begins. When she's not working, you'll find Sherry in her garden, where change is also constant.

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