

Talk Sheet

You Can't Think Your Way Through This One

The Problem It Addresses

Your organization is partway through a change that looked clear at the beginning but no longer does. Progress has slowed, decisions are taking longer, and leaders are being asked for clarity they don't have yet. From the outside, it can look like execution is slipping. It isn't that simple. Inside, people are working hard but feel off-balance and unsure how to move things forward.

What This Talk Does

Every change starts with momentum. Then you hit the middle nobody warned you about. It's the gap between what was and what isn't yet, and it's disorienting in ways that don't show up in any change plan. People feel wobbly, suddenly unsure how to get things done. That's not failure. It's integration. This talk helps leaders understand what's actually happening in the messy middle, how to hold steady when their team needs answers they don't have yet, and why moving through the discomfort and not around it is the only way forward.

1. A name for what's actually happening in the middle of change and why it's harder than anyone admits
2. Why pushing through doesn't work and what to do instead
3. How to hold steady when your team needs answers you don't have yet

Target Audience

Leaders who are in the middle of a change initiative that's stalling and can't quite explain why. Also strong for HR and OD professionals supporting teams through transition.

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.

Contact:

Email: info@sherrywaddingham.ca