

Nomination: 8654

The Generative Change Leadership Program at inviteCHANGE by Janet M. Harvey

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

inviteCHANGE

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

The Generative Change Leadership Program at inviteCHANGE by Janet M. Harvey

Category

B01 - B64 Achievement > B61 - Most Innovative Leadership Program

Achievement Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Janet M. Harvey is one of the world's leading executive coaches, having brought to clients the leadership training Vehicle of Generative Change (GC).

Generative Change turns leadership training on its head - literally. The "whole point is to make your head hurt", as Harvey says; to pause (instead of speeding up) and to reflect.

The training program is based on serious human development including the core goal of Generative Wholeness: in essence, leaders who bring all that they are to the fore have businesses that are all that they are - profitable, productive, talent havens.

Harvey's personal journey was the incubator for this breakthrough program - from a stint at Charles Schwab to launching her own firm to shutting it down and pressing pause herself to see what's next and, really, what's important. The answer? To originate; to learn; to invite change.

In 2002, Harvey launched inviteCHANGE, a new company dedicated to helping leaders give up command and control and replace it with an inner freedom and awareness that spills over to everyone onboard.

Clients to date run from Microsoft to Amazon, Boeing, Bank of America, Cisco, the Conrad N. Hilton Foundation, UBS Financial and Visa.

inviteCHANGE has always been easily profitable.

b. Outline the team's or organization's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

As employees exited for "greener pastures" and pressure to keep up with technology reached a fever pitch - leaders faced unprecedented disruption.

More than a few contacted Janet M. Harvey for GC-based programs.

Take, for instance, Harbor Freight Tools, a tool and equipment retailer facing serious issues implementing its labor management system. Thanks to the new Generative Conversation Curriculum, all challenges were met because company leaders finally took feedback to heart.

At a French biotech company (44 countries), explosive growth meant teams unable to keep up. The solution was GC Individual Coaching that, within months, resulted in a return to profitability and attrition at healthy levels.

Janet Harvey gave 57 GC-based talks 2022-2024 - on topics from "Belonging" (versus focusing on "the other") to "Judgment heals" to using tension as a tool.

And, in 2024, to bring the GC Leadership Training Program to a wider audience, Harvey published the book, From Tension to Transformation: A Leader's Guide to Generative Change. Newly enhanced, the Program-for-all now included "making it yours" (reflection as active process; fearless use of intuition); moves to Generative Wholeness (trust the unknown; "notice" to build resilience); pulling back for perspective; tension as tool for solutions; and the leadership dilemmas (be alert to autopilot mindset; be curious versus reactive).

Along the way to becoming one's authentic self (chapter 7 of 8), is using judgment deliberately - to overcome fear and inspire wonder.

Harvey's largely independent-contractor team went from 20 (includes three employees) to 70 (50 specifically for multinational GC initiatives).

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

--Generative Change stands out in focusing on Generative Wholeness - what's generated inside is what's generated outside – in profitability, retention, and productivity. Unique indeed.

--Harvey has brought GC to some of the biggest companies in the world; in awards period, grew her team to 70 to serve enterprises on all six continents (norm is one owner/coach at best);

--Harvey is a well-known advocate for the highest coaching standards in a business sorely lacking in them; is long-term past president and board chair of ICF (International Coaching Federation), the industry gold standard;

--GC Training Program features two groundbreaking concepts – using tension (leaders all have it even if they hide it) as tools for solutions and using judgment deliberately – to overcome fear and inspire wonder; both unique;

--Born with a port wine stain across her face, Harvey has faced lifelong judgement and learned what to do with it; also unique;

--Brought in partner Archetypes at Work™ to deepen GC-based training to include leaders learning about the archetypes that they have within them;

--At community-based healthcare company unable to transition from testing services to patient-based social services, GC Culture Consulting delivered fully operational social services and Trauma Informed Care - within just 18 months;

--Gave 57 GC-based talks 2022 through now (many virtual and global for ICF); list includes prestigious TEDx Talk;

--Revenues increase 8% to 12% annually always (including 2022-2023 and on track for 2024) – in a business where widely quoted statistic is 82% fail first two years.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

This nomination includes:

Janet M. Harvey website - general link

inviteCHANGE - general website link

Janet M. Harvey website - More about Janet M. Harvey

inviteCHANGE website - More on CEO Janet M. Harvey

inviteCHANGE website - link to More on Services Offered (all GC-based)

Link to media page - scroll down a tiny bit to "Speaking" and click on TEDx Talk to see more;

Link to Janet M. Harvey article for CEO World re: Generative Change; this one February 2024;

Link to GC-based TV interview by Janet M. Harvey - just FYI as background as rare for business coach to be invited to give national interviews - this example CBS New Orleans in June 2024 on "Dealing with Toxic Work Relationships"; FYI - she gave another on May 8 to ABC in Kansas City on tips to transform frenemy relationships at work;

PDF - More on Generative Wholeness

PDF - More on Archetypes at Work™ - new partnership to deepen GC-based training;

PDF - More about Janet M. Harvey

PDF - More on Allowing Judgment to Stimulate Wonder - key to Harvey-based GC Program

PDF of From Tension to Transformation: A Leader's Guide to Generative Change by Janet M. Harvey - the Book Itself

Webpage Link

<https://janetmharvey.com/> (<https://janetmharvey.com/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.invitechance.com/> (<https://www.invitechance.com/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://janetmharvey.com/about-janet/> (<https://janetmharvey.com/about-janet/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.invitechange.com/meet-janet-harvey-ceo-mcc> (<https://www.invitechange.com/meet-janet-harvey-ceo-mcc>)

Would you like to add an additional webpage link?

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Web Page Link 5

<https://www.invitechange.com/solutions> (<https://www.invitechange.com/solutions>)

Would you like to add an additional webpage link?

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Web Page Link 6

<https://janetmharvey.com/press/> (<https://janetmharvey.com/press/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 7

https://ceoworld.biz/2024/02/23/navigating-uncharted-waters-addressing-unconscious-bias-and-fostering-meritocracy-in-leadership/#google_vignette
(https://ceoworld.biz/2024/02/23/navigating-uncharted-waters-addressing-unconscious-bias-and-fostering-meritocracy-in-leadership/#google_vignette)

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Web Page Link 8

<https://www.wwltv.com/video/entertainment/television/programs/great-day-louisiana/toxic-relationships-in-the-workplace/289-958e3376-31d8-43d8-8d1b-43be381e4afa>
(<https://www.wwltv.com/video/entertainment/television/programs/great-day-louisiana/toxic-relationships-in-the-workplace/289-958e3376-31d8-43d8-8d1b-43be381e4afa>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/21400/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTQwMCwiYWxsY3dOb3R0aWduZWRVcmwiOiJGYWxzZSI6ImNmcm90on%20n%20Generative%20Wholeness%202024%20-%20as%20Background.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/21401/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTQwMSwiYWxsY3dOb3R0aWduZWRVcmwiOiJGYWxzZSI6ImNmcm90at%20at%20Work-%20-%20An%20Introduction%20-.pdf>)

Would you like to add an additional supporting document?

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Supporting Document 3

Download File (<https://stevies-sage.secure-platform.com/file/21402/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTQwMiwiYWxsY3dOb3R0aWduZWRVcmwiOiJGYWxzZSI6ImNmcm90vi1w?More%20about%20Janet%20M.%20Harvey.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 4

Download File (<https://stevies-sage.secure-platform.com/file/21403/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTQwMywiYWxsY3dOb3R0aWduZWRVcmwiOiJGYWxzZSI6ImNmcm90YEq0qMxIpuXqWqVw3tpxetEM?More%20on%20Use%20of%20Judgment%20-%20as%20Background.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 5

Download File (<https://stevies-sage.secure-platform.com/file/21404/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMTQwNCwiYWxsY3dOb3RtaWduZWVcmwiOiJGYWxzZSIImInbm9sZSI6ImNmbm90Tension%20to%20Transformation%20A%20Leader-s%20Guide%20to%20Generative%20Change%20by%20Janet%20M.%20Harvey%20%20Book%20Itself.pdf>)

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