

LEADERSHIP INSIGHTS

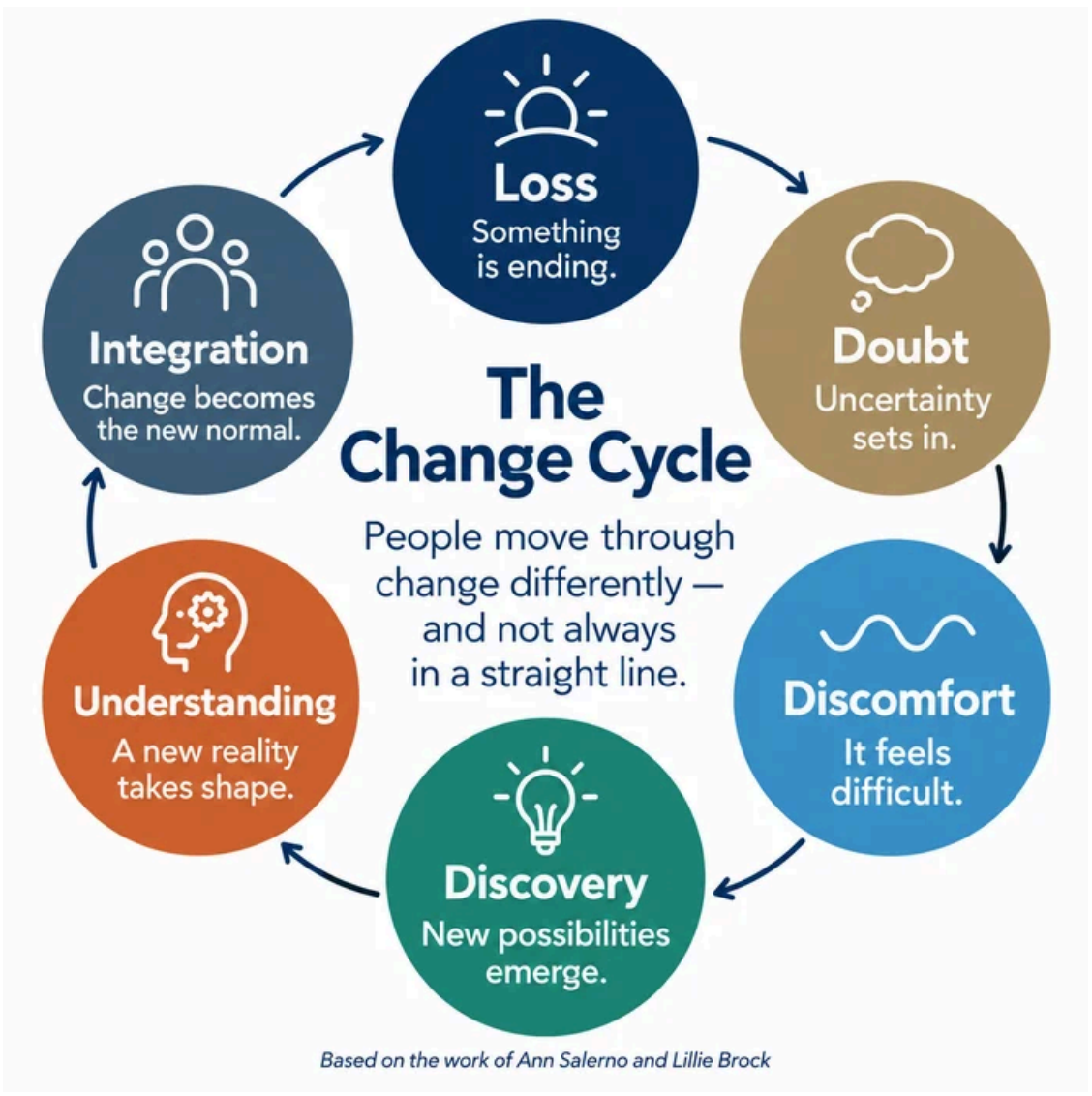
Change is Experienced Differently

The votes have been cast, and the results are coming into focus! No matter who you are, I think we can all agree that we're ready for the advertisements to end! Whatever your perspective, it's a timely reminder that **the same change can bring very different impacts and reactions**.

Think about how change unfolds inside an organization. Leaders may spend weeks or months weighing options, debating risks, and building consensus. By the time a decision is announced, we're ready to move forward! But for everyone else, the journey may just be beginning. That's where the **Change Cycle** offers a useful perspective. While some people are still processing what they're losing, others may already be discovering new possibilities.

The lesson for leaders? Being ready to move forward doesn't mean everyone else is. Effective change leadership starts with **first** identifying where you are in the continuum, **then** understanding where other people are… and helping them take the next step.

And remember this saying from a dear friend/mentor of mine: "**Nobody likes change except for a wet infant… and they cry through the whole darn thing!"**



Leading change in your organization?

We'd welcome the opportunity to talk through the challenges and opportunities ahead.

Let's Talk About Leading Change

SERVING YOUR WORLD

Stronger Leaders. Stronger Teams.

Bâton Global's Leadership Package brings together behavioral assessments, team development, and individualized executive coaching to strengthen how leaders communicate, collaborate, and make decisions.

Leadership Package

Develop leaders individually while strengthening alignment and effectiveness across the leadership team.

Explore the Leadership Package

Executive Coaching

Personalized coaching that helps leaders build self-awareness, navigate challenges, and turn insights into action.

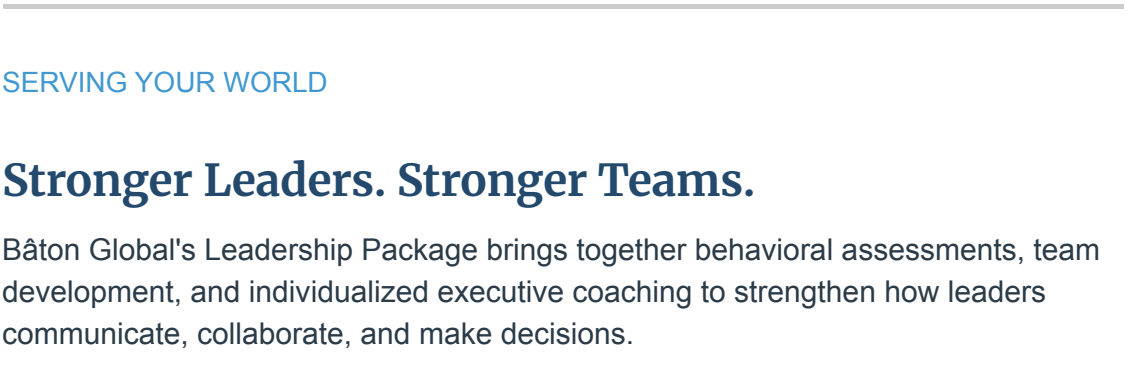
Explore Executive Coaching

FEATURED CLIENT CASE STUDY

Building Collective Strength Through Individual Leadership Development

See how an agricultural solutions company invested in individual leaders and team development to strengthen leadership practices across the organization.

Read the Case Study →



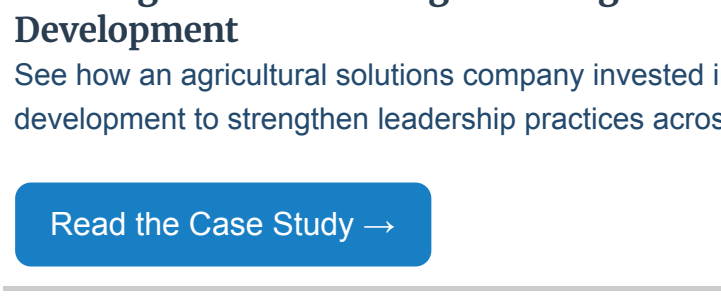
With more than 20 years of experience in executive coaching, facilitation, and leadership development, Mia Ellis helps leaders and teams navigate change, strengthen their capabilities, and lead with greater clarity and purpose. Her experience includes Drake University Executive Education, PRI Leadership, and Full Potential Ventures.

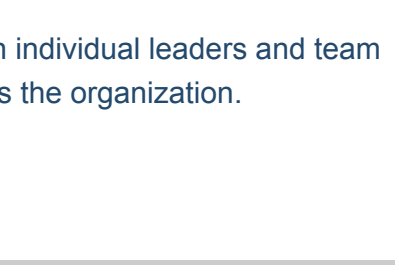
View Mia's Profile

BÂTON IN THE COMMUNITY

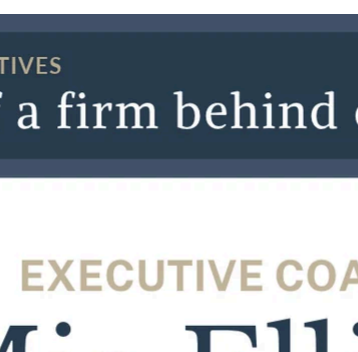
Beyond the Work

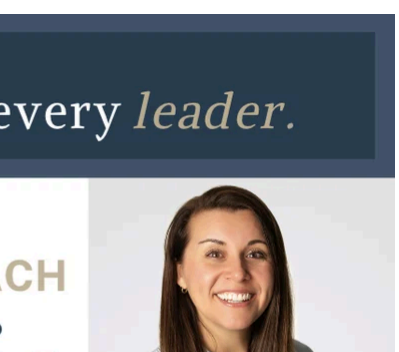
A few moments from the events, partnerships, and communities that bring our team together.


GDMP 2026 Regional Summit


World Food Prize Foundation Borlaug Dialogue


Strategic Planning at Pioneer Library System, OK


The Bâton Team Social at Wilson's Orchard & Farm


Bankers Trust Difference Day AI & Future Readiness Session

MORE INSIGHTS FROM BÂTON

Keep Exploring

CHANGE LEADERSHIP

Leadership Approaches to Managing Change

Practical ways to communicate, engage, and support teams through organizational change.

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LEADERSHIP DEVELOPMENT

Individual Coaching in Leadership Development

Explore how individual coaching can contribute to stronger leadership practices across organizations.

Read the Article

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