

# Change Agent Tactics to **Accelerate Results**



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April K. Mills  
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Few people are  
change managers — ●

Some people are  
change leaders — ●

Everyone is a change agent!

Tactics designed  
for change leaders and change managers  
**rarely work**  
for change agents.

Tactics designed for change agents  
**are amplified**  
when change managers  
and change leaders  
use them too.

Change  
**accelerates**  
when change agents  
are equipped to drive change.



# Stop reaching for the usual tactics



# Driving People

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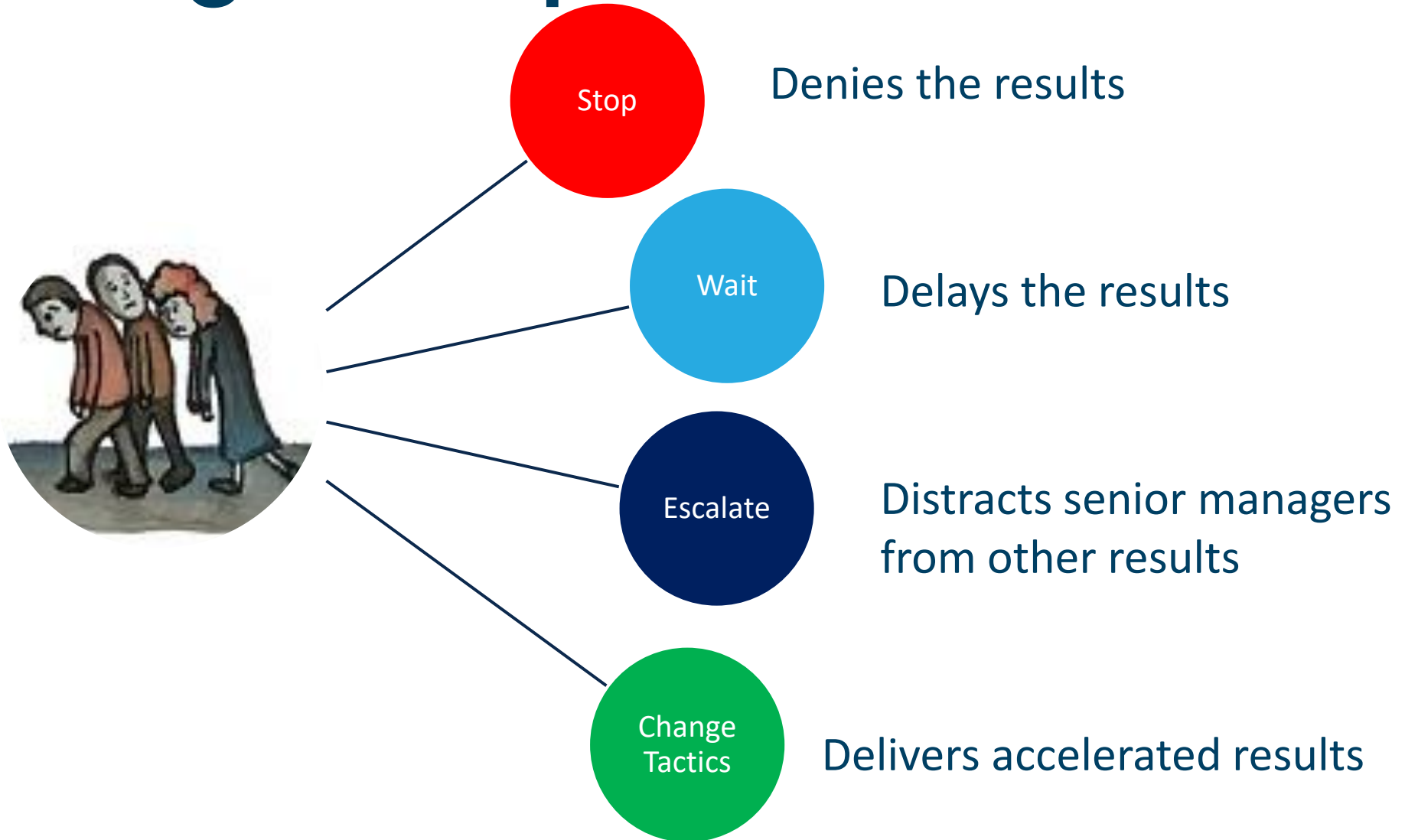
Using coercion to  
compel others to change



Whether it's us  
pushing on others or  
others pushing on us,  
we're all exhausted.



# Let's weigh our options





# You are free as soon as you want to be



# Break free

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## THE POWER PARADOX

We think others are  
more powerful

We think we are less powerful

but actually...

Others are less powerful  
than we think they are

We are much more powerful  
than we think we are





# Driving Change

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Choosing a change for yourself and clearing the obstacles for others to choose it too



# Drive change, not people

You can accelerate any change, if you're willing to be the change agent who takes the lead and clears the obstacles for others to join you.



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**HOW YOU USE YOUR POWER  
MAKES ALL THE DIFFERENCE.**

# Change Agent's Motto



I will do what I can, with what I have, where I am.







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## Five Fresh Tactics

When you show up differently,  
people will notice and  
accelerated results follow.

# Tactic 1: Shrink the change to build momentum



# Status Quo: Make the change as big as possible



# Example: It's not that kind of transformation



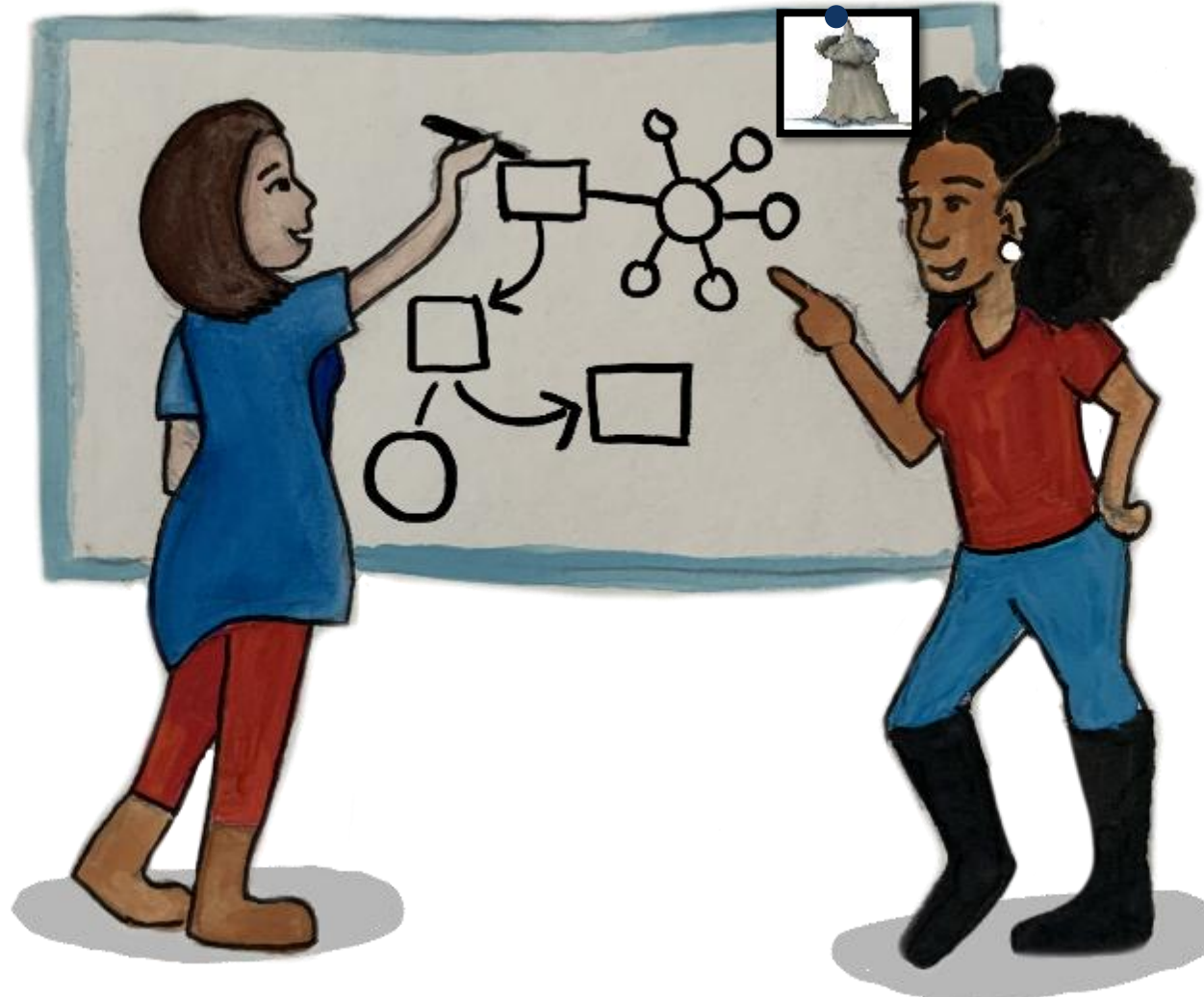
## Type 1 Transformation:

I've never done it, but others have done it successfully.

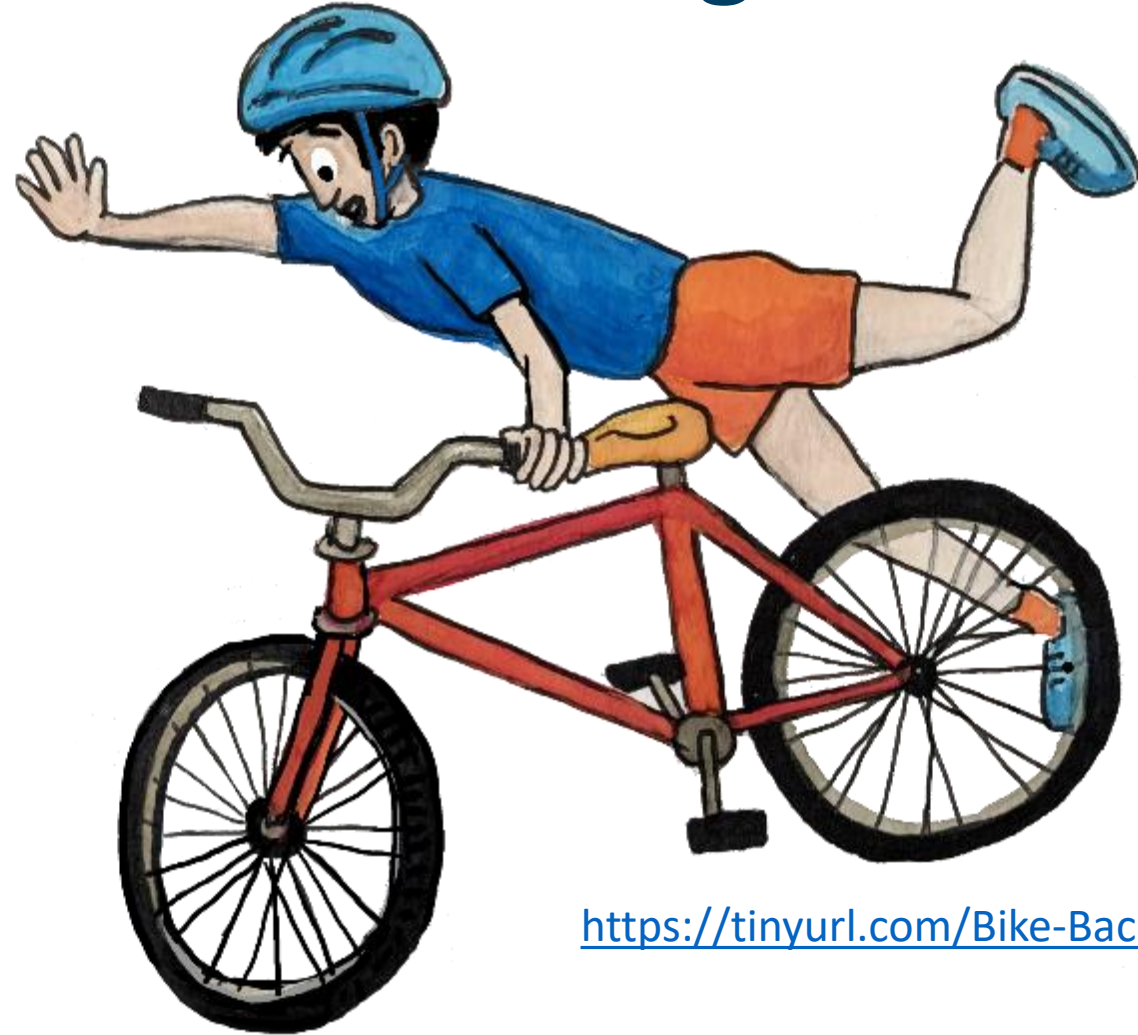
## Type 2 Transformation:

No one has ever done it.

# Action: Take a small step today



# Tactic 2—Practice makes strength



<https://tinyurl.com/Bike-Backwards>

# Status Quo: Every change makes us weaker





# Example: It's resistance training

“Improvement is doubly difficult when individual habit is reinforced by group inertia.”

U.S. Navy Correspondence Manual



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# Action: Show off your change muscles







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# TACTIC 3— Make Your Meetings Your Stage to Shine

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- Attend intentionally
- Invite intentionally
- Act intentionally



# TACTIC 4—Extend Your Half-Life

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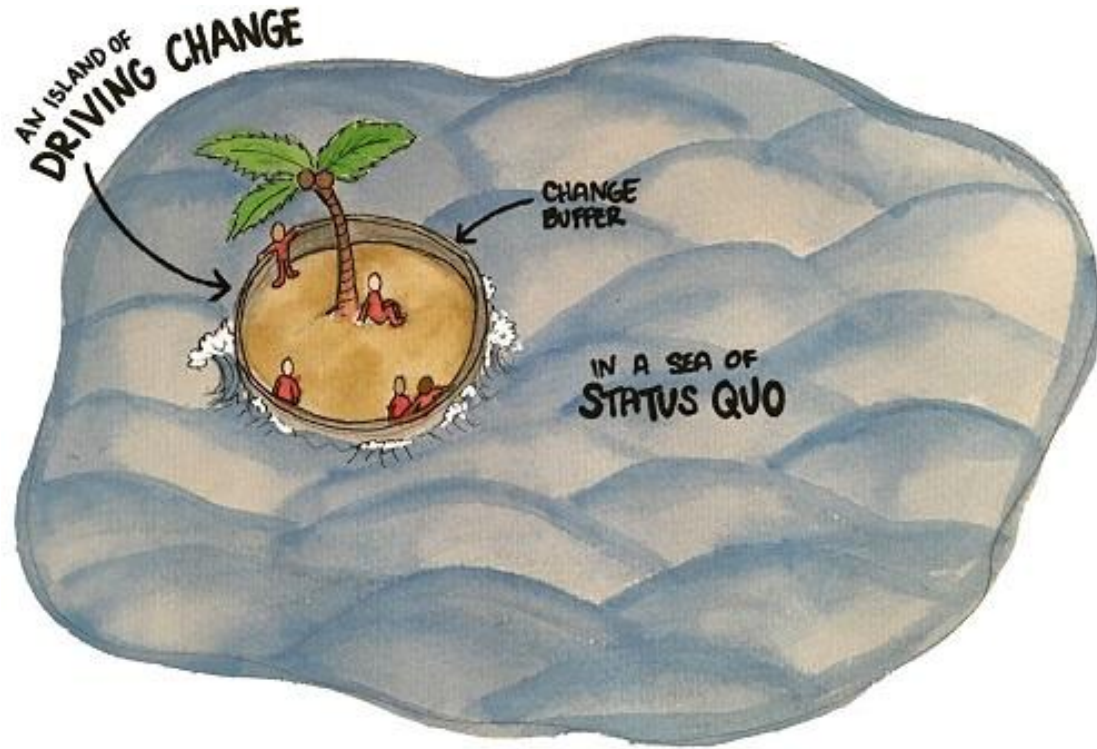
So-and-so SAID (like an order)



So-and-so SAYS (with a story)



# TACTIC 5—Create Change Buffers



Change buffers protect the change from the status quo and incubate and sustain an acceleration culture.

- Personal Buffer
- Leadership Buffer
- Policy Buffer
- Celebration Buffer



# Change Tactics to Accelerate Results

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Break Free of the Power Paradox

Drive Change, Not People

Tactic 1 – Shrink the Change to Build Momentum

Tactic 2 – Practice Makes Strength

Tactic 3 – Make Your Meetings Your Stage To Shine

Tactic 4 – Extend Your Half-Life

Tactic 5 – Create Change Buffers



Now you're  
**equipped**  
to accelerate results

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*What will you accelerate first?*

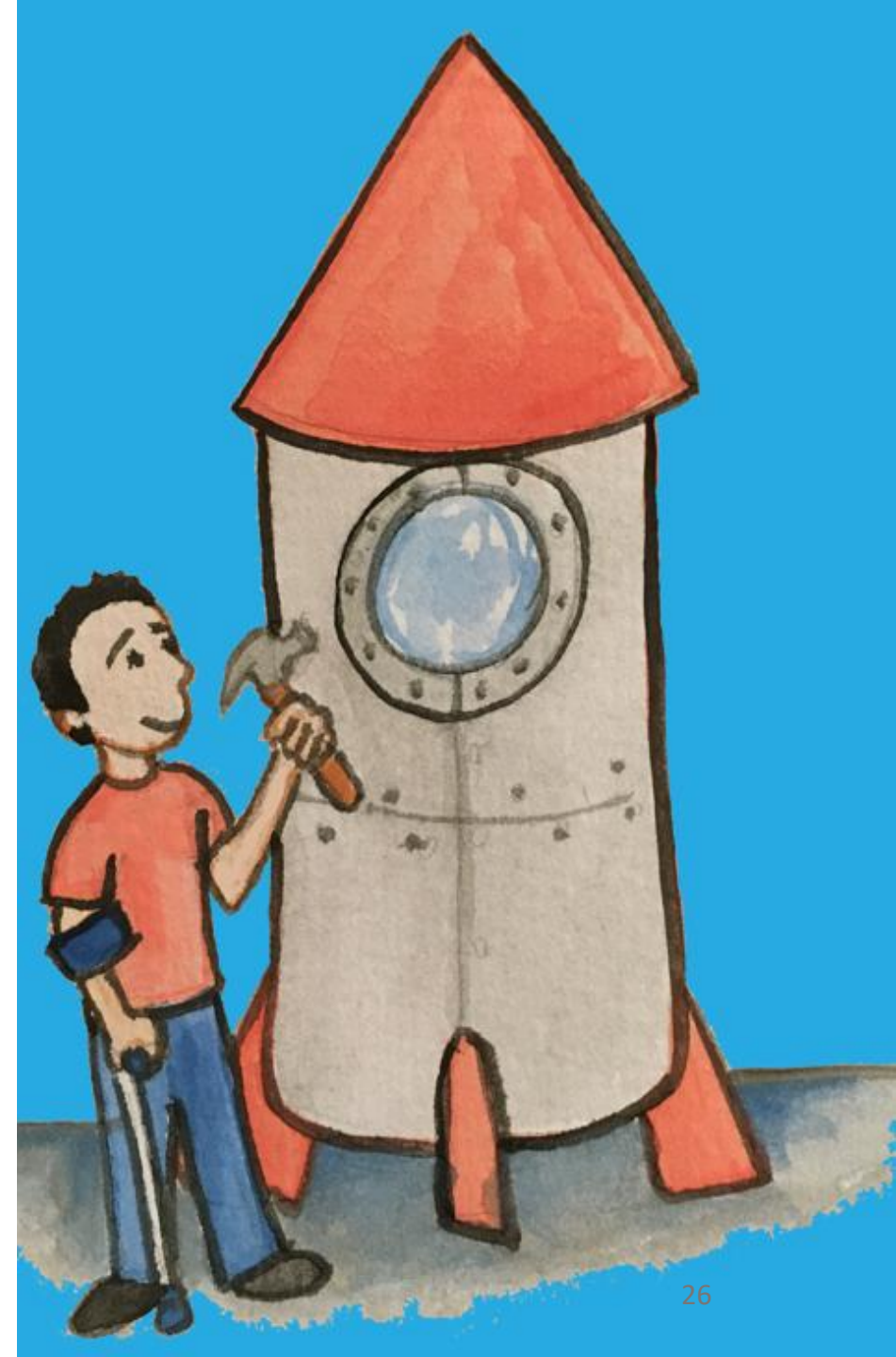


# Let's go farther and faster together

Yes, but...

No, because...

What about...





# Thank you



**Engine -for- Change**



Trusted advisor to the world's top change agents

**April K. Mills**

[april@engine-for-change.com](mailto:april@engine-for-change.com)

(360) 620-5624

**April K. Mills**, is an engineer by training and a change agent by calling and profession. She is the thought leader on “change agency.” She equips busy professionals to deliver legacies of accelerated results. April is the founder and CEO of Engine-for-Change, a boutique firm serving top change agents worldwide.

Change agents worldwide have accelerated their results using April's thinking, tools, and tactics. Join them and start delivering your legacy results today.

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We serve the world's top change agents.

Our clients are ready to boldly escape the status quo. They strive to go beyond fads to fundamentals and yearn to positively, plastically deform their company's change tactics.

We equip them with a blend of leading-edge concepts and tools, and timeless strategies and tactics. Our clients immediately unleash untapped power in themselves, their people, and their companies, to deliver legacies of remarkable results.

