



CHRISTOPHER “*cg*” GROSS

Speaker • Author • Change Expert

- CCMP – Change Management
- SHRM-CP– Human Resources
- Maxwell Leadership Certified Team
- Six Sigma Black Belt
- IDI Qualified Administrator
- DISC Certified Facilitator
- Social & Emotional Intelligence Certified Practitioner

ABOUT CJ:

Christopher “CJ” Gross is the Founder and CEO of Jabbar HR Solutions, a consulting firm specializing in enterprise change management, leadership development, Human Resources, and culture transformation. With more than 20 years of experience, CJ partners with senior leaders to guide organizations through leadership transitions, organizational redesign, workforce disruption, and digital transformation.

CJ has worked across healthcare, education, government, nonprofit, technology, and association sectors in the U.S. and internationally. He is known for helping organizations move beyond surface-level change by strengthening leadership capability, redesigning systems that shape behavior, and reducing resistance and change fatigue during periods of uncertainty.

His approach blends proven change frameworks—including Kotter’s 8-Step Process, Lean Six Sigma, and his proprietary CARDS™ Model (Curiosity, Awareness, Rituals, Drivers, Systems)—with empathy, psychological safety, and execution discipline.



SIGNATURE TOPICS

✓ NAVIGATING THE HUMAN SIDE OF CHANGE

How leaders can reduce resistance, build trust, and sustain momentum during complex transformation.

✓ WHY CHANGE FAILS—AND WHAT TO DO DIFFERENTLY

A practical look at the leadership, cultural, and systems gaps that derail change initiatives.

✓ EMPATHY AS A CHANGE STRATEGY

How empathy accelerates adoption, improves engagement, and strengthens execution during disruption.

✓ BUILDING CHANGE-READY ORGANIZATIONS

Developing leadership capability and systems that support continuous change—not one-time initiatives.



WHY ORGANIZATIONS BRING CJ IN

- Change initiatives stall because people disengage—not because strategy is wrong
- Leaders underestimate the emotional and cultural impact of transformation
- Resistance, fatigue, and misalignment slow execution
- Empathy is talked about, but not operationalized

CJ helps leaders **translate insight into action**—turning awareness into adoption.

WHAT CLIENTS ARE SAYING

"CJ's presentation was great! It was engaging, interesting, thought-provoking, and informative. Not one boring moment."

—**Project Management Institute**

"CJ was able to create buy-in and enthusiasm with all the teams. He presented the topics seamlessly, with language that was impactful for all. CJ really gets how to engage meaningfully."

—**St. Bonaventure University**

CJ challenged our leaders to think differently about the experiences that shape how we lead. His ZIP Code Story framework sparked meaningful reflection and powerful conversations across our leadership community.

— **Microsoft Leadership Enablement Community**



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