




Navigating  
Continuous  
Disruption  
and Change

if not now, when?

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# Context of change

- The world develops quickly – we need to stay on top
    - Customers and communities, products, legislation and politics
  - Any improvement requires change
  - Organizations develop as well – at least they should
    - Ensure sustainable inflow of talent
    - Qualify adaptability amongst the teams
  - Change will (must) never be over
  - It will never happen without the people – strategy is for everyone
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HR plays  
both a  
strategic and  
operational  
role in  
change

- Businesses must be change agile
- Stretching the organizational muscle, make it ready for sprinting
- Bring in the people perspective in any change
- Cocreating and reversed triangle
- Embedding change management fundamentals
  - Invest in planning
  - Clarity around the need, BAM it
  - Speed, who's?
  - Open up the communication 3 ways
  - Spot the ambassadors EVERYWHERE
  - Stay curious as you deliver your plan



# Stakeholder management is key

- Step outside yourself
- Which stakeholders are you not considering
- Co creation is a low hanging fruit in change

- Organizational focus vs individual focus
- Build trust through transparency
- Build speed through empowerment

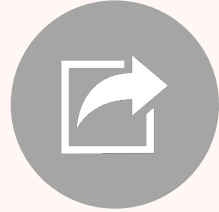
# Why do they still resist.....?

- Turn resistance upside down – rethink
- Lack of stability can be perceived as resistance or fatigue
- Make change easy for everyone
  - Build a safe space
  - Upgrade your bureaucracy
  - Deliver an excellent change mgt process
  - Train people on change NOW, not later
  - Talk less about change, more of improvement
  - Involve the ones doing the job
- Where can you translate change into your vision/values/leadership characteristics
- Make change an organizational strength

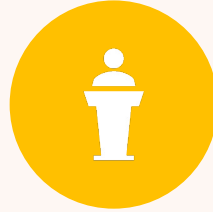
# Support through constant uncertainty



**UNDERSTAND THE  
"WHY'S" AND  
"WHAT'S"**



**DOUBLE UP ON  
YOUR  
COMMUNICATION –  
FOR ALL**



**HOLD LEADERS  
ACCOUNTABLE –  
BUT GIVE THEM  
TOOLS**



**DISPLAY SENSE OF  
URGENCY FOR THE  
SAKE OF THE TEAM**



**USE  
AMBASSADORS  
THAT PEOPLE CAN  
RELATE TO**



**CELEBRATE AND  
COMMUNICATE  
THE STEPS**



**ANY  
IMPROVEMENT  
REQUIRES CHANGE**

