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SVP, HR & Organization
Ferragamo

- Innovative Change Agent focused on emotion-centric design
- Connector of Ideas and People
- Social Entrepreneur | Non-Profit-Founder
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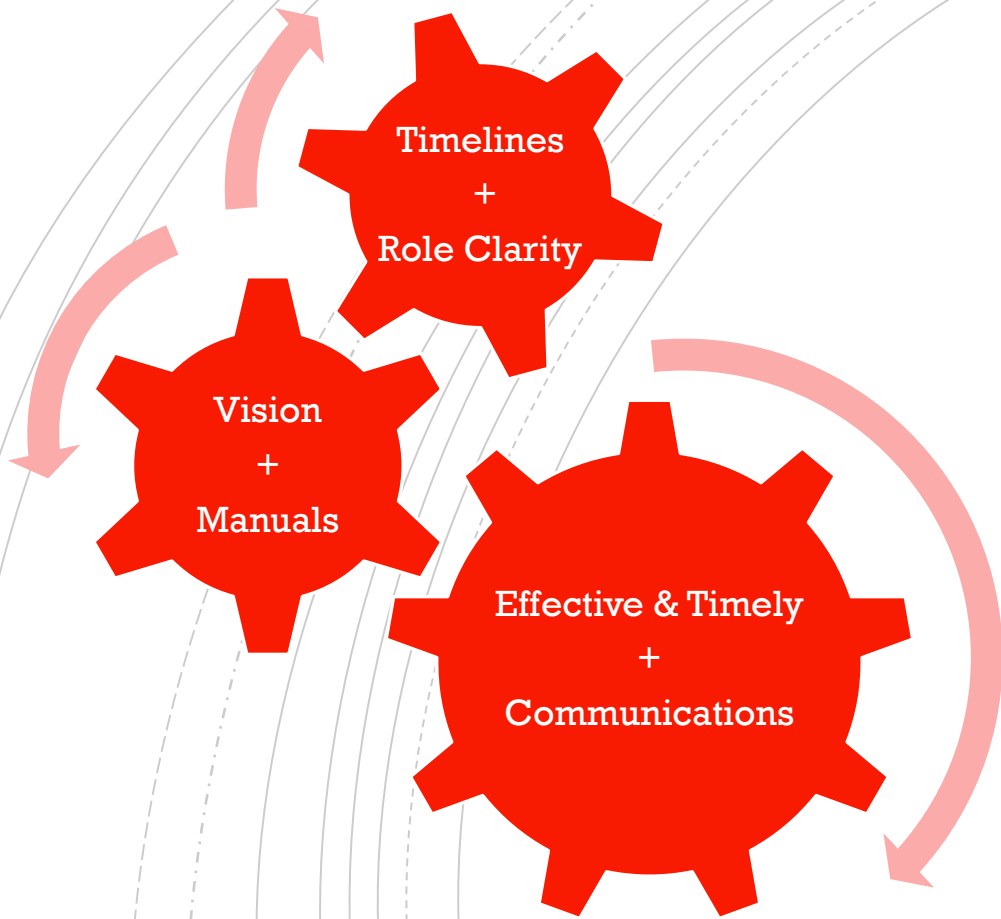
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Change | Evolution | Transformation

Change is
unavoidable...

- _ Leadership's reaction
- _ Human reaction
- _ HR's reaction

Change “applied”: Watch outs and Solves



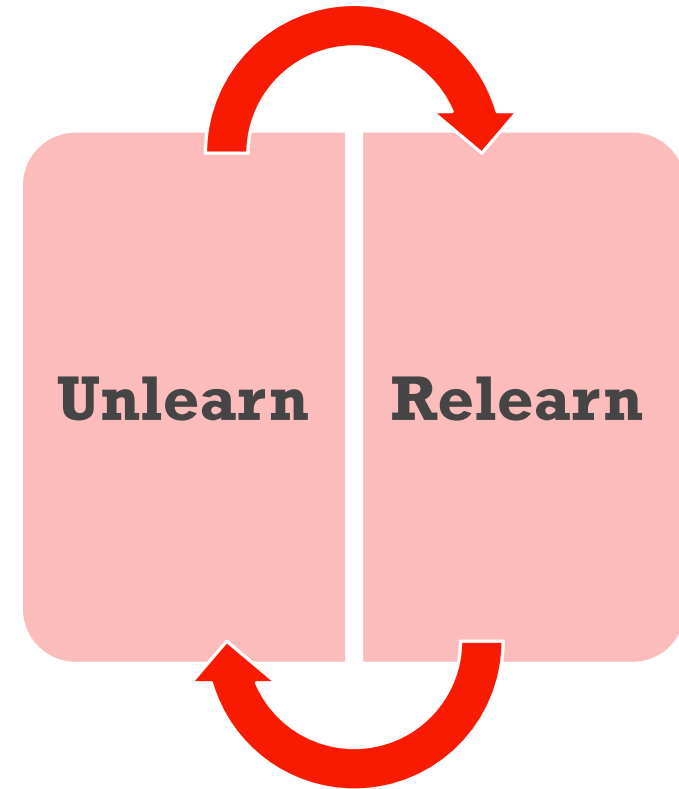
Change evokes emotion and we don't plan for emotions?

- How does a leader react to change?
- How does an employee react to change?
- How does HR react to change?

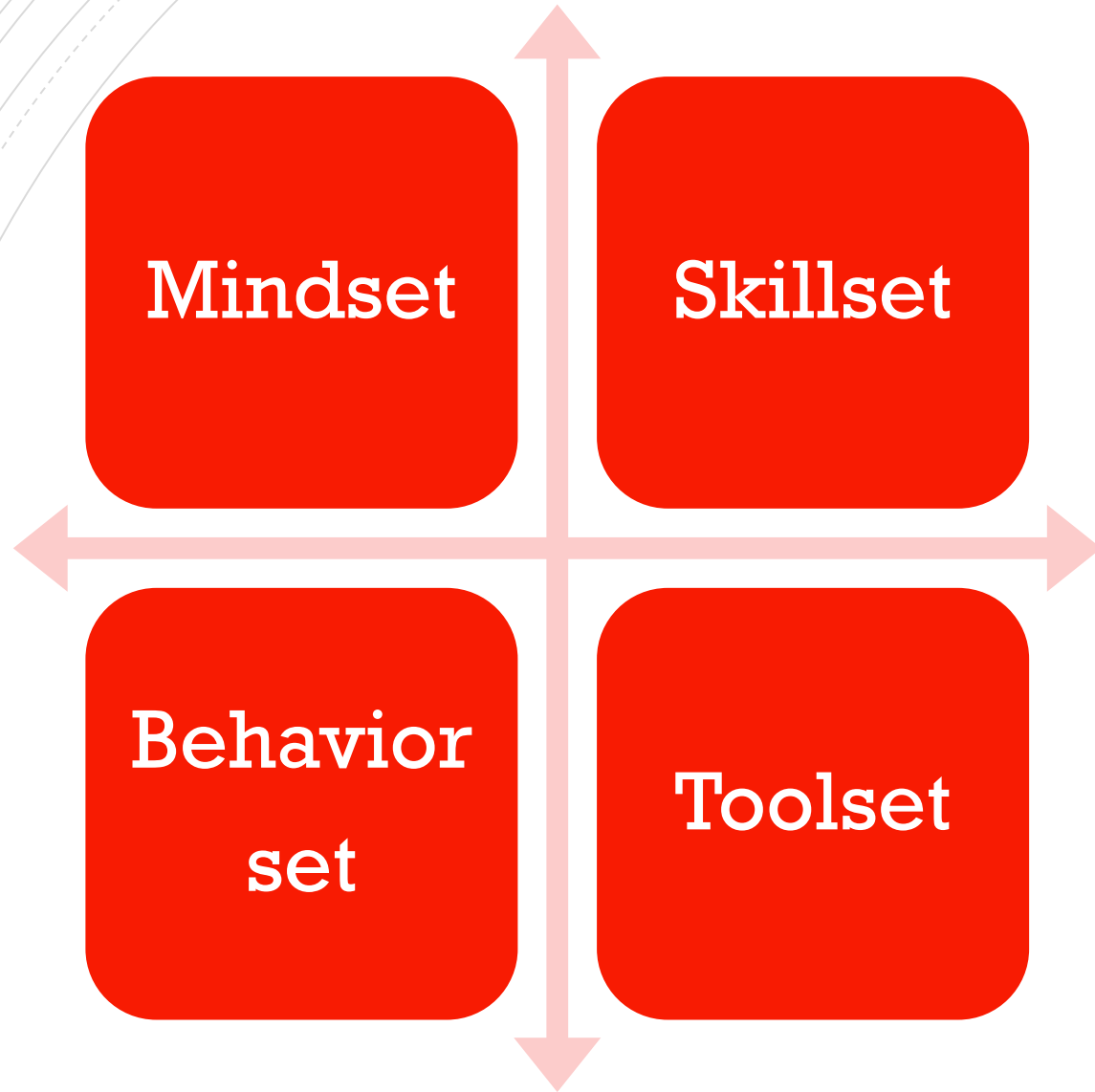
Is there a “perfected” response to change...

What is it that we are NOT addressing?

Fill the gap between the meaning and interpretation of change; **Unlearning** is a completely different process than **Relearning** with its own specific stages and unique obstacle between stages



One “Simple” Frame



Change Leadership



- Model Unlearning Behaviors
- Foster a Growth Mindset
- Create an Environment that Supports Change
- Reward Unlearning and Innovation
- Encourage Critical Thinking and Reflection



- Provide Emotional and Psychological Support
- Redesign Organizational Processes
- Implement Reflective Practices
- Leverage Technology and Tools
- Reward and Recognize Unlearning Efforts





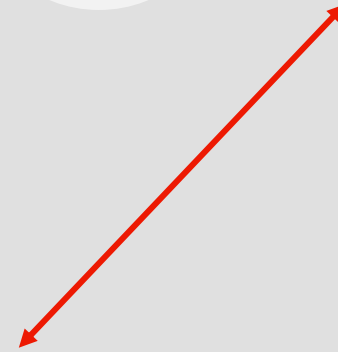
**Supportive
environment**



**Growth
Mindset**



**Structured
Process**



ADAPTATION

The background features several sets of concentric, curved lines in shades of gray, primarily on the left and right sides, creating a sense of depth and movement. The lines are of varying thickness and some are dashed.

THANK YOU!