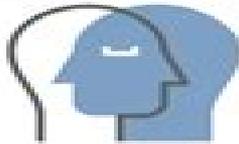


4 Keys to Successful Change Leadership



SHOW EMPATHY

Listen and understand the people who are being asked to change.

1



DEMONSTRATE SELF-AWARENESS

Understand and adapt your leadership and change style to "speak into the listening" of those you are leading.

2



EMBRACE THE MESSINESS OF CHANGE

Communicate, lead and influence across functional, level and time zone boundaries, while balancing the need to ensure performance in the present day at the same time as driving toward a new future.

3



LEAN INTO EVERY PHASE OF CHANGE

Realize that leadership is almost always several steps ahead of everyone else, so it's essential to thoughtfully (and patiently) bring people along from the discovery and planning phases to the implementation and ongoing improvement phases. Sometimes you have to go slow, to go fast.

4

On Leading Change A Leader To Leader Guide

A Gutmann



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