

Leaning, Leading & Learning Into and Through Change



Deb Harrison

Context Matters

So what's my story?



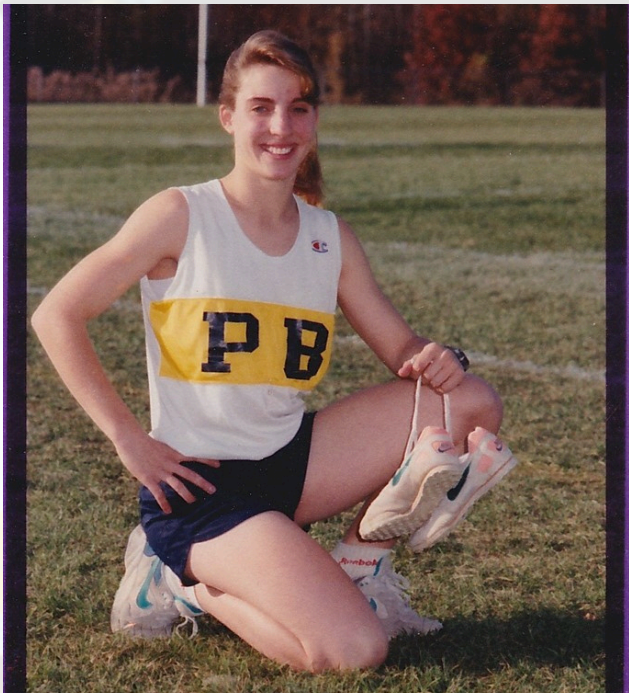
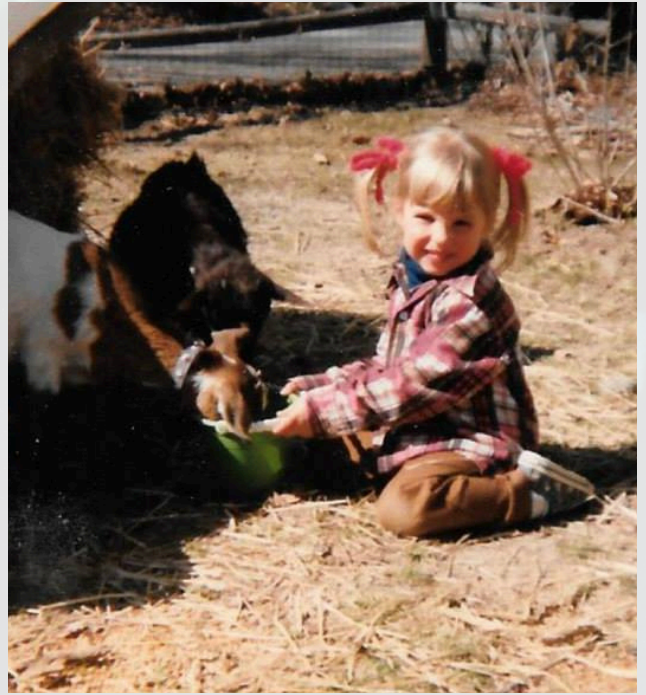
Upper



Home









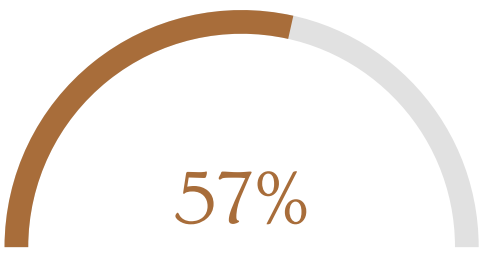
Got change?



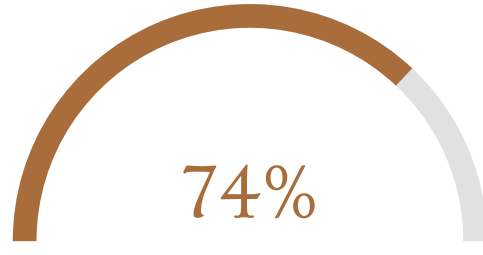
7 OUT OF 10
workers reported disruptive change within their organization in the last year*



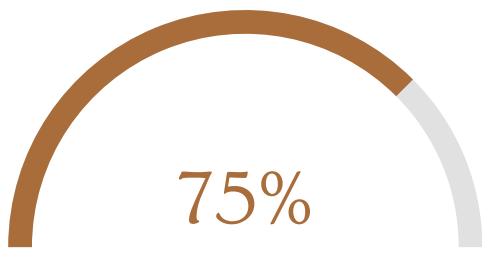
2/3
of workers experience change burnout crisis, which contributes to transformation failure**



57%
of employees do not express a willingness to support corporate change***



74%
of employees believe that leaders need to do more to understand why people are change resistant****

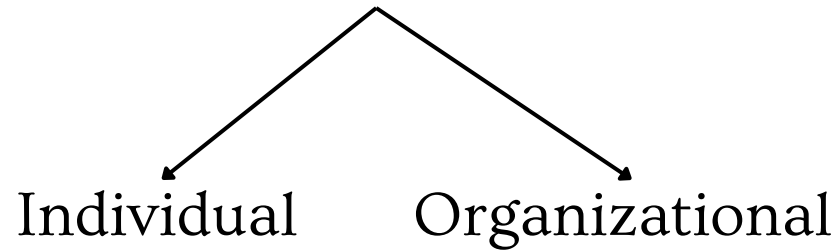


75%
of transformation efforts don't deliver the hoped-for results*****

*Based on a nationally representative Gallup survey of 18,665 employees
** Precedence Research *** Gartner ****Oak change report *****BCG, 2020

Change Prospecting

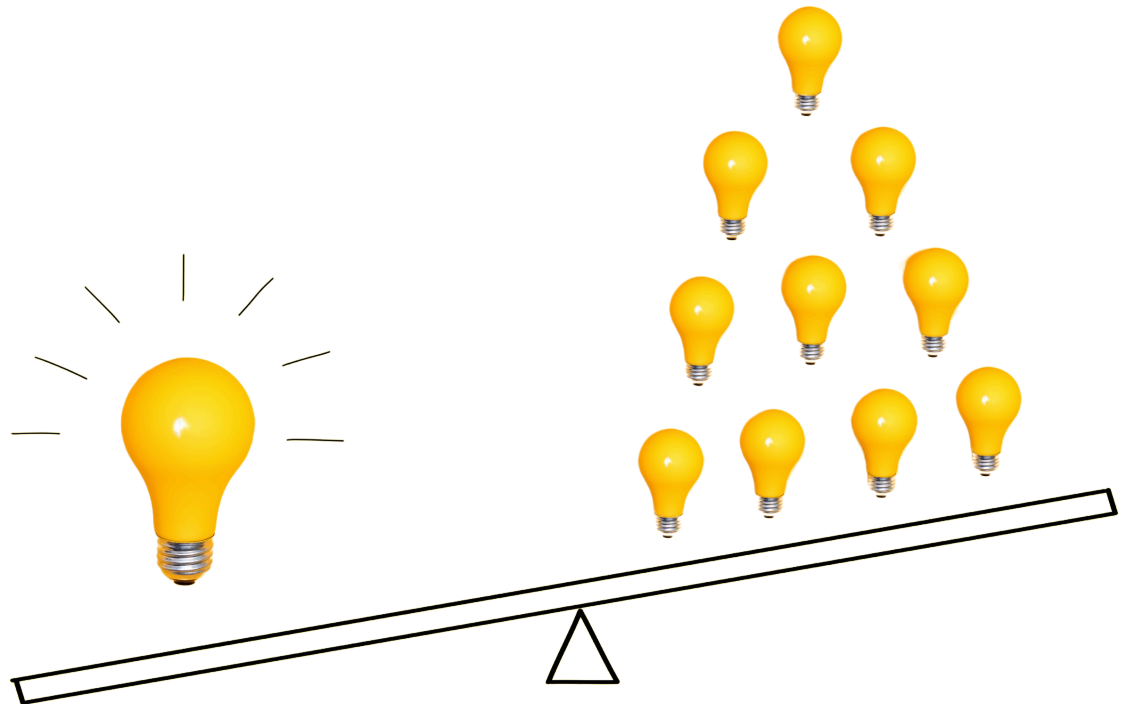
TYPES OF CHANGE | CHANGE IMPACT | SIGNS OF CHANGE



ASK THE EXPERT



PRIORITY OVER MAJORITY



Use the hammer.

The hammer is



EASY TO USE



ACCESSIBLE



UNIVERSAL



CONSISTENT

What's the hammer?



Principles of catalyzing growth



REMEMBER THE KNOW

Every person has successfully gone through change.



LEAD WITH KINDNESS

Kindness accelerates well-being, productivity and innovation.



BE CURIOUS

A willingness to acknowledge not knowing leads to learning.



HONOR THE GIFTS

Every person has gifts that can benefit others.

Emotions Matter

Embrace the resistance



A 3D architectural rendering of a modern, empty office space. The room features a large, multi-paned window on the right side, through which bright light enters, creating a strong glow and casting shadows on the floor. The walls are a light, neutral color, and the floor is a polished, reflective surface. In the foreground, a sleek, white desk is partially visible, with a chair tucked under it. The overall atmosphere is clean, bright, and professional.

Begin.

Leaning, Leading & Learning Into and Through Change



Be your best you.

The Change Blueprint



The Change Blueprint is a framework designed to help you achieve change using a foundation for creating and executing a plan for change.

<https://dharrisonpvd.com/the-change-blueprint/>

Managing Change Fatigue*

Build the change muscles.



1. Build in periods of proactive rest to sustain change energy.

According to Gartner research, rest that is available, accessible, and appropriate contributes to a 26% increase in employee performance and a tenfold reduction in the number of employees experiencing burnout.

2. Involve employees in decision-making.

3. Shift implementation planning to employees.

4. Engage in two-way conversations throughout the change process.

5. Encourage managers to help their teams to self-navigate.



*Harvard Business Review - Employees Are Losing Patience with Change Initiatives by Cian O Morain and Peter Aykens, May 09, 2023

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