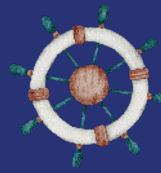


TIPS FOR NAVIGATING THE SEA OF CHANGE...



"If you want people to build a ship, create a desire for the sea'. There are many sound approaches to Change Leadership available. Below are just a few drops in the ocean, however key lessons in leading change.



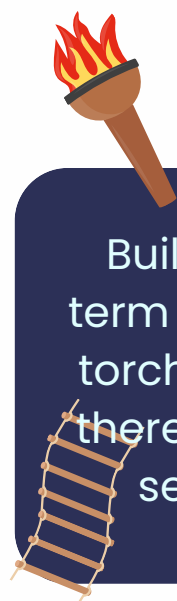
Create a sense of urgency. Why should we be changing direction? What if we stay as we are? What benefits might we get from a new direction. Develop a positive vision.



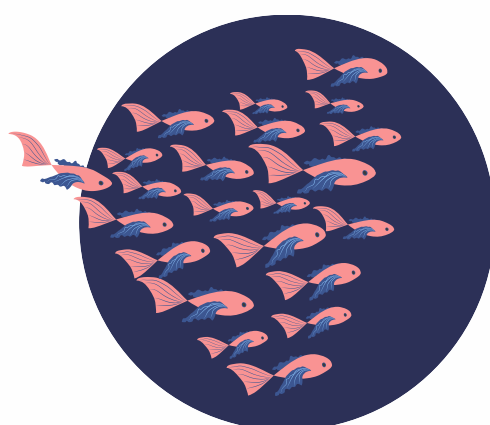
Seek out potential obstacles to the new vision. What might get in the way? How do we plan to deal with these challenges? Keep looking out.



Communicate early and keep it going. Ensure Leaders 'walk the talk' displaying behaviours aligned to the vision. Prepare and deliver a communication plan including all possible channels. Keep up the conversation.



Build momentum through short term wins. Early successes light the torch and show what is possible. If there are only long term goals, the sense of urgency can wane.



Showcase how changes have made a difference. Communicate the successes regularly to build confidence and trust in the vision. Keep leadership visible and people involved.