


Ten Things to Consider Before You Instigate Change

The brutal fact is that about 70% of all change initiatives fail

- HBR.org

Why Change in the First Place?

A collection of wooden letter blocks arranged to spell out the words 'WHY' and 'NOW'. The blocks are light brown with black letters. The word 'WHY' is spelled across the top row, and 'NOW' is spelled across the bottom row. The blocks are slightly overlapping and arranged in a grid-like pattern.

*The first question you need to ask yourself is why are you changing?
What will the change enable us to do that we cannot do now, and how
will it allow us to serve our clients and employees better?*



Change is Messy!

Change is always messy in the beginning. You need to break things to change them and if everyone is not aware of this and ready for it from day one, change will never happen!

Innovate from Your Goals Backwards!

The best way to innovate is by deciding where you want to be, accessing where you are now, and building a bridge to get there. In the end, the plans will change, but if the end goal is understood and agreed upon at the beginning, you have a much better chance of getting there.



Leave No Person Behind!

The people you ignore and do not listen to will eventually be your detractors and will do what they can to either consciously or subconsciously make sure you do not achieve your goals.



Communication is Not One and Done!

You can never overcommunicate through change.

Let people know what has happened, what is happening, and what will happen, and be ready to listen to ideas and suggestions that could come from anywhere. They will all help in some way.

#WeAreAllStrongerTogether

The more we utilize the strengths within our team and realize that no one has all the answers, the more successful we will be in the end.

**It Takes a Team to Win
and Poor Leadership to Fail**

Celebrate Both Wins and Challenges

Both wins and challenges have much to teach us, celebrate and learn from both.

You Must Be Adaptable, Resilient and Creative

There is usually not a straight path to success. Those who are adaptable, resilient, and creative find ways to overcome all obstacles that come in front of us.



Focus on What Matters! Stay Away From the Rabbit Holes

There will be lots of opportunities to get off course, a clear goal can keep you from making costly mistakes and getting off track.



Don't Forget to Build Champions Along the Way

No one person can drive change on their own. It takes a team of dedicated people working together to succeed. Create champions throughout the organization who can not only cheer but listen and observe to see when you are getting off track.

Stories matter

How can we help you succeed by
enabling you to tell your story
through change?