

# CHANGE LEADERSHIP

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FROM  
**SLUGGISH**  
TO  
**NIMBLE**

## 5 MINDSET SHIFTS FOR THE NEW NORMAL



Like golfers progressing from hole to hole, we take a phased approach to change management.

1

Leading through change is like playing a basketball game: fast-paced, fluid and super-dynamic.



Effective executive sponsorship is the key to succeed with change.

2

Local Leaders at all levels represent the true keystone of change.

We have change management specialists at headquarters.

3

We need nimble change leadership throughout the organization.

Our change specialists have a big toolbox with lots of templates, checklists, step-by-step instructions and reports.

4

Wearing golf shoes to play basketball doesn't make sense. We need a minimal set of stethoscope-like tools shared by all players.

We struggle with the politics of change. Unfortunately, there is not a lot we can do about it.

5

Transformation is a political game. We succeed by working with & through the politics of change.

