

WHEN CHANGE IS IN THE AIR...



PEOPLE

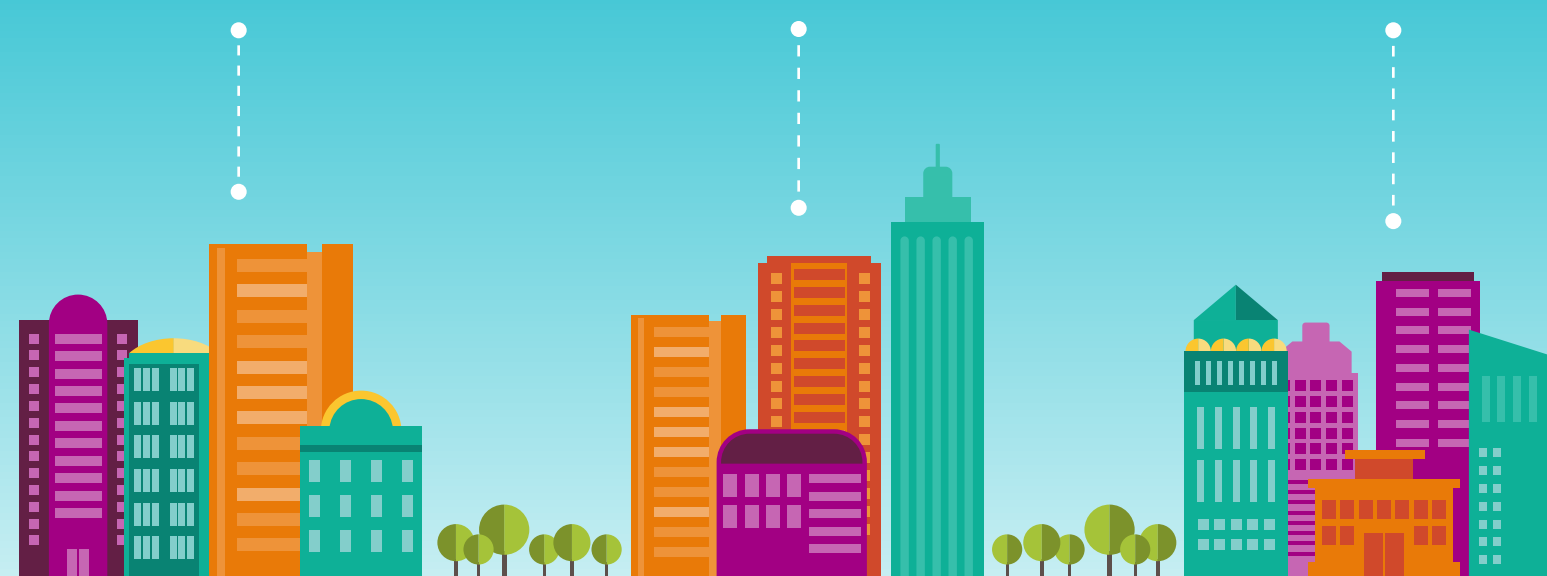


PROCESS



TECHNOLOGY

WHAT NEEDS TO HAPPEN ON THE GROUND?



DISCOVER.

Understand where you are and define where you need to go

ROUTE PLANNING

- What are your goals and why?
- Who will see their day-to-day change and how?
- Do people understand the change?
- How ready are people to change?

DESTINATION

Identify who should be in the driver's seat and understand how the change affects your people and processes



CREATE.

Involve staff to shape strategies

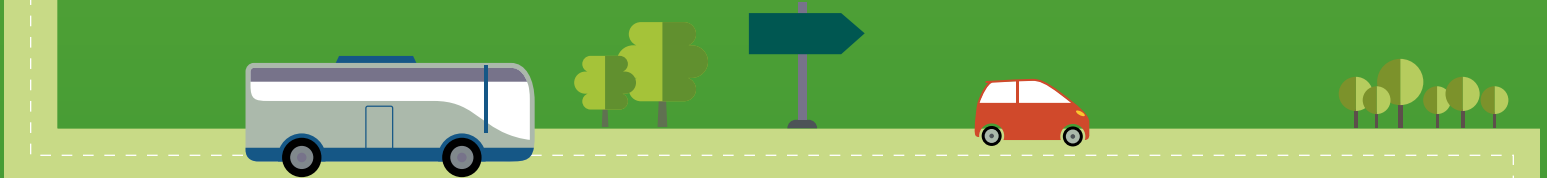


ROUTE PLANNING

- How can leaders drive the change?
- What are key messages and how will they be communicated?
- What training or resources are needed?

DESTINATION

A plan is in place to get your people on board and committed to change



ENGAGE.

Execute plans and enable change

ROUTE PLANNING

- How can goals move forward under current processes?
- Is change backed by leadership?
- What help do drivers need to provide support?

DESTINATION

Employees and leadership have the tools they need to understand and buy in to change



ADVANCE.

Solicit feedback and continuously improve



ROUTE PLANNING

- How can employees provide feedback?
- How can late arrivers get on board and engaged?
- How is leadership celebrating successes and keeping track of lessons learned?

DESTINATION

Celebrate successes and adjust your approach as needed to keep everyone on board with the change

