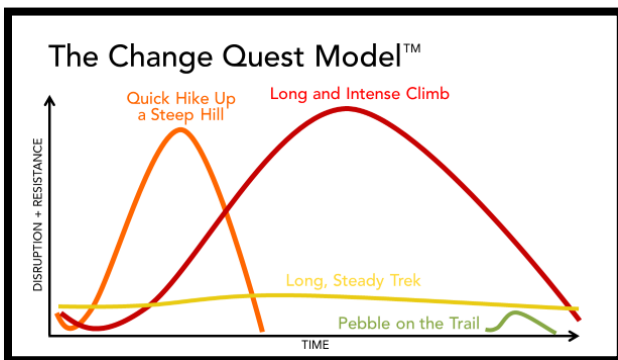


1. What changes are you and your organization facing in 2021?

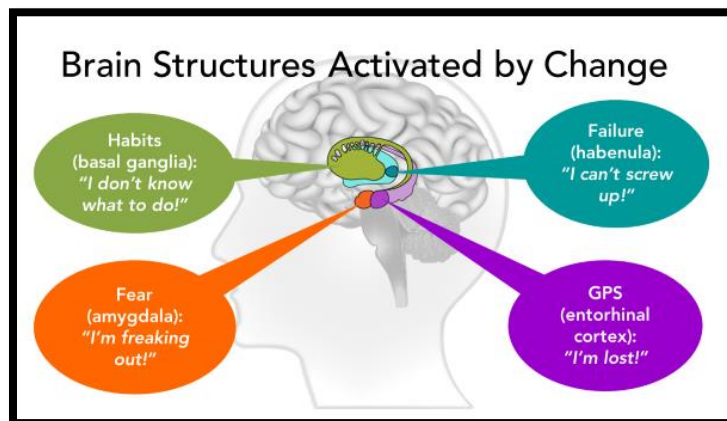
2. Which type of journey is each?



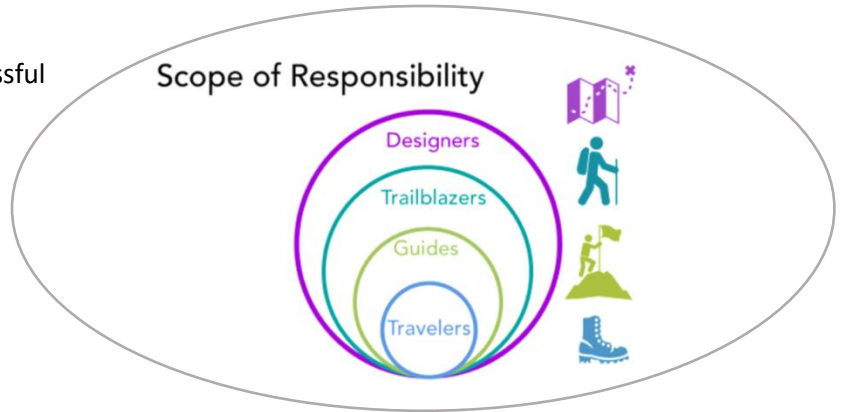
3. What is your motivation for change?
 What about others across the organization?

DESIRE	Yes	Embrace the opportunity. Walk with purpose.	Celebrate the win! Run toward it.	
	No	Resist the imposition. Dig in heels.	Endure/accept the situation. Trudge along.	
		No	CHOICE	Yes

4. Our human biology is *wired to resist* change. Expect it. Plan for it.



5. What is your role in each change?
 How can you equip and empower others for a successful journey?



Empower Senior Leaders

1. Start with why
2. Map the route
3. Coordinate journeys
4. Measure net effect
5. Switch to solution finding
6. Create psych safety
7. Prepare leaders
8. Leverage learning
9. Recognize effort and progress

Empower Managers

- Navigation Tools
- Connection Tools
- Motivation Tools

**Empower Employees:
 Thriving Through Change**

- Self-Care (Apple icon)
- Mindfulness (Person meditating icon)
- Play (Kite icon)

