

NOTICE vs. IMAGINE

It's not what people say, it's what they don't say.

Lesson Five:
Four Keys to Leading Through Change
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Leadership is a _____ , it's not a _____ .

1. We've got to know the _____.

What is the endgame? How will we know if we're successful? Be crystal clear on your "North Star."

2. What is the _____?

What's in it for other people? Not everybody is the same - what drives me isn't the same as what drives you or somebody else. If you attempt to motivate others by only considering what is only good for you, mostly likely you will face negative outcomes.

3. You must _____ in the change.

Be passionate about the change! If you don't believe in it how can you expect others to? Poke at folklore. Are there stories floating around about what happened the last time the company made changes and are they even true? Encourage your employees to question these rumors- "How do you know this to be true?"

4. Break the change into _____.

Celebrate the small successes along the way. The highest mountain can be climbed by taking small steps.

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Questions to ask your team:

How will we know if we're successful?

What has derailed changes like this in the past?

What do you want to accomplish through this change?

Do you have any questions regarding the plan?

Do you have any suggestions or ideas to make this plan more successful?