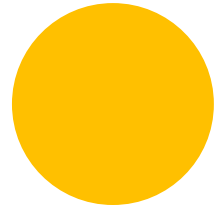
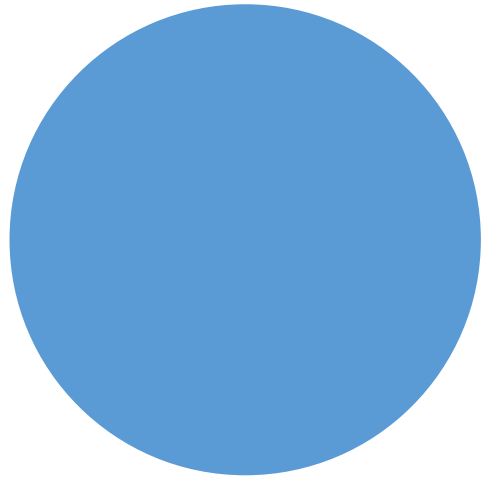




**TeamTalks** by TeamPitfalls®

**How to  
successfully lead  
change in your  
organization?**

Julia Dubois, COO at TenForce



How to successfully lead  
change in your organization?

or at least put all chances on your side ...

Who am I?

Julia Dubois, COO at TenForce  
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# Change...



is different for each organization



comes in all kind of size and shape



can be subtle



disrupts



hurts until it doesn't

Round table





# 7 Pitfalls to overcome

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The org chart

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Insufficient resources are devoted to the effort

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Unplanned activities disrupt implementation

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Distraction grows & Productivity declines

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Leaders actively resist changes

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Employees actively resist the changes

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People leaving





what can be done to get it  
more right than wrong

### Design thoroughly

- Understand the current strengths and weaknesses
- Don't copy paste
- Look at how it will work not how it will look
- Think of the plumbing & wiring

Don't rush it!



what can be done to get it  
more right than wrong

Engage people

- Explain why the change is happening
- Show that you have worked hard on it
- Communicate
- Build a feedback mechanism
- Keep your supporters in the loop

Be positive!





what can be done to get it  
more right than wrong

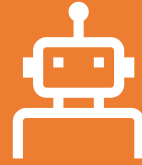
## Launch, Learn, and Course Correct

- At some point you must jump 😊
- You will not get it right on the 1<sup>st</sup> try so listen to the feedback
- Be transparent
- Admit when it goes wrong
- Give it time

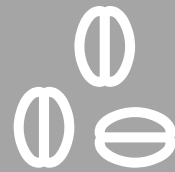
Correct regularly but not too often!



So ...



See it from the employee's side,  
they come first



Be well prepared



It will be difficult, and it will get  
better



Thank you

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