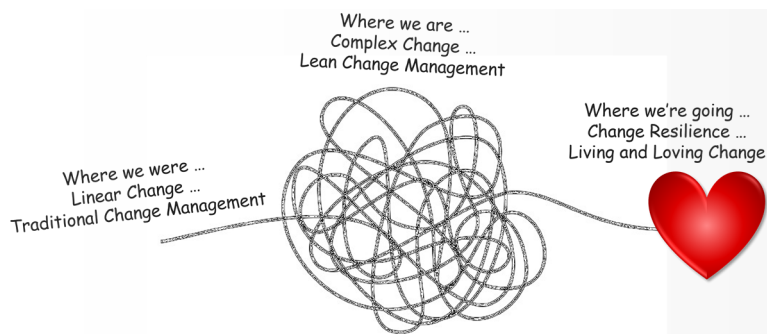


Change is Changing

Developing Change Resilience through Living and **Loving** Change



Change is no longer simple and linear! It is Complex, Continuous, and Transformational. In short, it's "kaleidoscopic". How can we think that this change can be "managed" using methods and processes designed for simple, linear change? We can't!

We have to rethink how we approach Change in organisations today.

Success at Complex, Continuous, Transformational Change requires more than initiating multiple single-change efforts and hoping that things will work out.

We can't simply hope that critical overlaps will be resolved, that the right resources will be available, that parts of the organisation will not become overloaded and individuals won't burn out, that changes will align rather than conflict, etc.

This is a critical point that must be emphasised because it is probably the **single greatest threat** to success in managing multiple transformations simultaneously.

Our "**Living and Loving Change**" Pyramid, together with our "Lean/Open-source" Change methodology provides a **holistic approach to change** that brings together concepts of Agile, Lean Startup and Neuroscience to create a feedback-driven approach that:

- Increases efficiency
- Reduces bottlenecks
- Fewer costs (and fewer surprises!)
- Systems can adapt better and faster
- Stakeholder visibility and strong interrelationships
- Develops a continuous improvement mindset
- Increases team engagement

"Organisational change that targets visible behaviours and outcomes alone is not enough"

Gartner

Complex, Continuous, Transformational Changes impacting most organisations today.



Talk to Amelia

Talk to Shirley

Talk to Gail



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