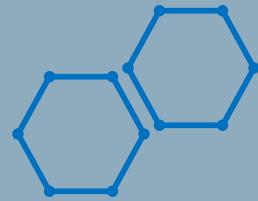


# 4 Productivity Risks During Organizational Change



## Ambiguity Overload

When direction blurs, progress stalls.

- Employees lose clarity about goals, reporting lines, or expectations.
- Unanswered questions multiply stress and slow decisions.

What to do: Communicate even when you don't have all the answers. Clarity of what's known beats silence.

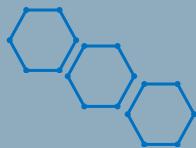


## Loss of Focus

Change brings motion, not always progress.

- Teams juggle transformation tasks on top of regular work.
- Priorities get diluted; people chase "busy" over "impact."

What to do: Identify your top three must-deliver outcomes each week. Keep them visible and measurable.



## Why It Matters



Change is constant - mergers, restructures, new systems, shifting mandates. But while change is inevitable, productivity loss is preventable. Understanding the hidden risks early helps leaders protect focus, energy, and results



## Burnout & Survivor Syndrome

After change, the workload rarely shrinks, but the team might.

- Remaining staff feel guilty or overloaded.
- Hidden fatigue erodes quality and innovation.

What to do: Reset workload expectations. Acknowledge effort. Model rest and pacing as productivity strategies.



## Culture Drift

When teams move, culture can get left behind.

- Informal trust networks dissolve.
- Collaboration becomes transactional.

What to do: Rebuild connection intentionally, brief huddles, shared wins, and visible leadership presence matter most.

 *Quote for Reflection: "Are we managing change – or is change managing us?"*

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