

Organizational Change

How to handle in a Crisis

SEPTEMBER, 2020

 *Lauren Hisey Consulting*

Change is all around us!



Covid-19 uncovered hidden changes!
Everyone is being disrupted!

What changes are happening?

ORGANIZATIONAL CHANGES

- Reduced Workforce
- Furloughs
- Business units or groups are dissolving
- Business units or groups are consolidated
- Business units or groups are being combined

LEADERSHIP & GROUP CHANGES

- Newer leaders are being promoted
 - No previous leadership experience
 - Very little leadership experience
- Experience managers:
 - Becoming executive leaders
 - No executive experience
 - Very little executive experience
- Group changes
 - Becoming bigger
 - More dynamic
 - Roles & responsibilities are changing
 - A lot of unknowns & blind spots

Do not know the best way forward!

“Never underestimate the power of clever people to help others see the possibilities, to help them generate a feeling of faith, and to change behavior.”

— **John P. Kotter, *The Heart of Change: Real-Life Stories of How People Change Their Organizations***

A new way forward!

1. Learn about your Teams
 - Who are they?
 - What are they good at?
 - Do they have families?
 - What are their interests for the future?
 - What do they like to do outside of the work and their roles?
2. Don't make any sudden changes
 - Don't change or create new processes
 - Learn how things are working today
 - Learn the best practices
3. Build capacities within your teams
 - Don't do it all yourself!
 - Relay on your Teams
 - Learn how to teach and delegate
4. Learn how to become a teacher, mentor, and coach

Stay curious!

Set 30, 60, & 90
day plans!

1. Define clear roles and responsibilities
 - Create a RACI
 - Responsible, Accountable, Consult, Inform
2. Empower your Teams
 - Continue the capacity building
 - Challenge your Teams
 - Encourage learning
 - Have an open door policy
 - Be there!
3. Continue to learn!
 - Empathy
 - Leadership
 - Find a coach or mentor for yourself!
4. Become a role model!

Be the change you want to see!

Q & A

Be uncomfortable with change!

Change is the only constant!

LH Lauren Hisey Consulting

Email: lauren@laurenhiseyconsulting.com

Phone: 404-981-4542

Website: <http://laurenhiseyconsulting.com/>