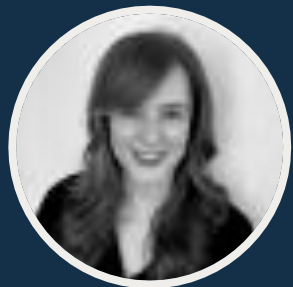


LEADING IN A VUCA WORLD BUILDING AGILITY

*How to use Organizational Change Management
(OCM) to help teams thrive in turbulent times.*



Catie McDonald
Senior Advisor



FARWELL

Go far. Do well.

VOLATILITY

Unexpected or unstable circumstances, often of an unknown duration

UNCERTAINTY

A lack of predictability around the present situation and future outcomes

COMPLEXITY

Connecting the dots is difficult due to the range of multiple pieces and variables

AMBIGUITY

With no precedent for what's happening, this is the place of the *'unknown unknowns'*

“I’m not here to make you comfortable with change.

I’m here to help you be comfortable with your discomfort.”

- AUTHOR NANCE GUILMARTIN



- Story-telling
- Context setting and framing



- Demeanor and behaviors
- Role-modeling
- Decision-making
- Symbol use

- Non-negotiable numbers
- Rewards
- Accountability

- Time allocation
- Routines and disciplines
- Always complete first; or never push off

Adapted from: Learning Curve Network

Align all behaviors so leaders are consistently authentic and build trust with teams.

LEADERSHIP SHADOW

LEADERSHIP FOCUS AREAS
TO BUILD TEAM TRUST

VOLATILITY



VISION

UNCERTAINTY



UNDERSTANDING

COMPLEXITY

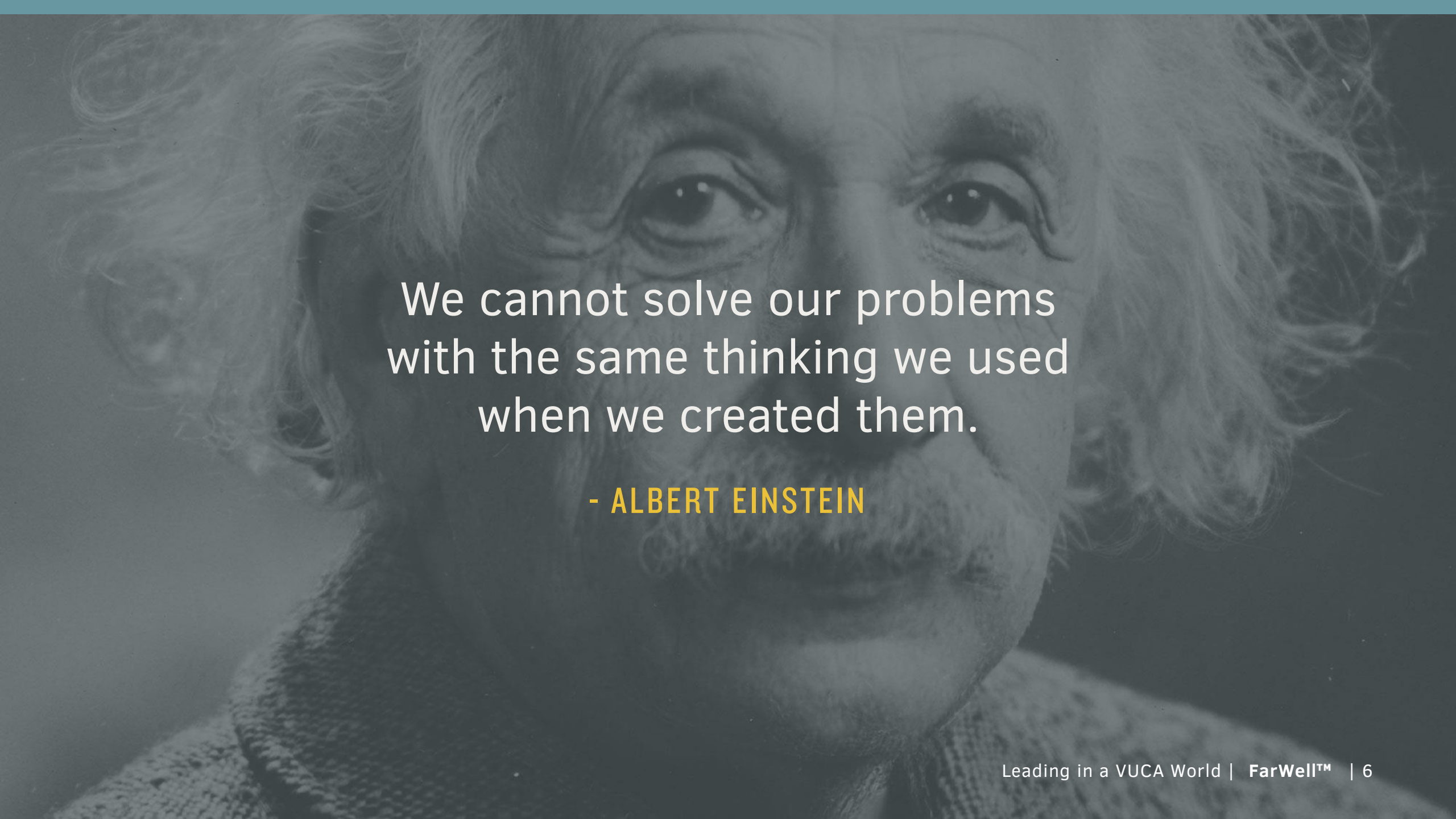


CLARITY

AMBIGUITY



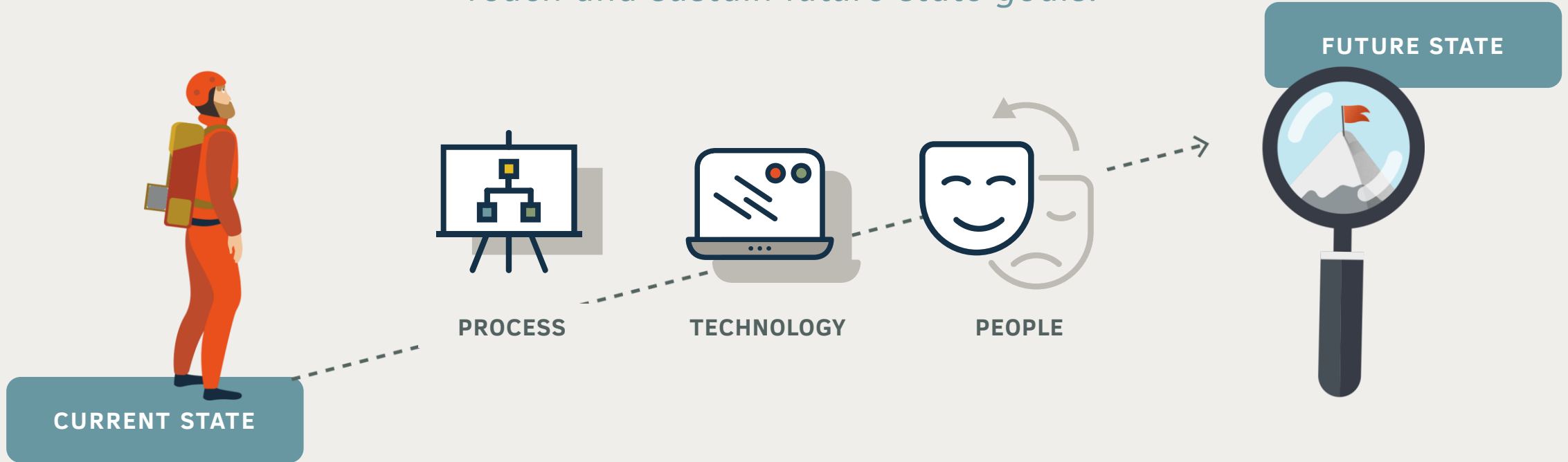
AGILITY



We cannot solve our problems
with the same thinking we used
when we created them.

- ALBERT EINSTEIN

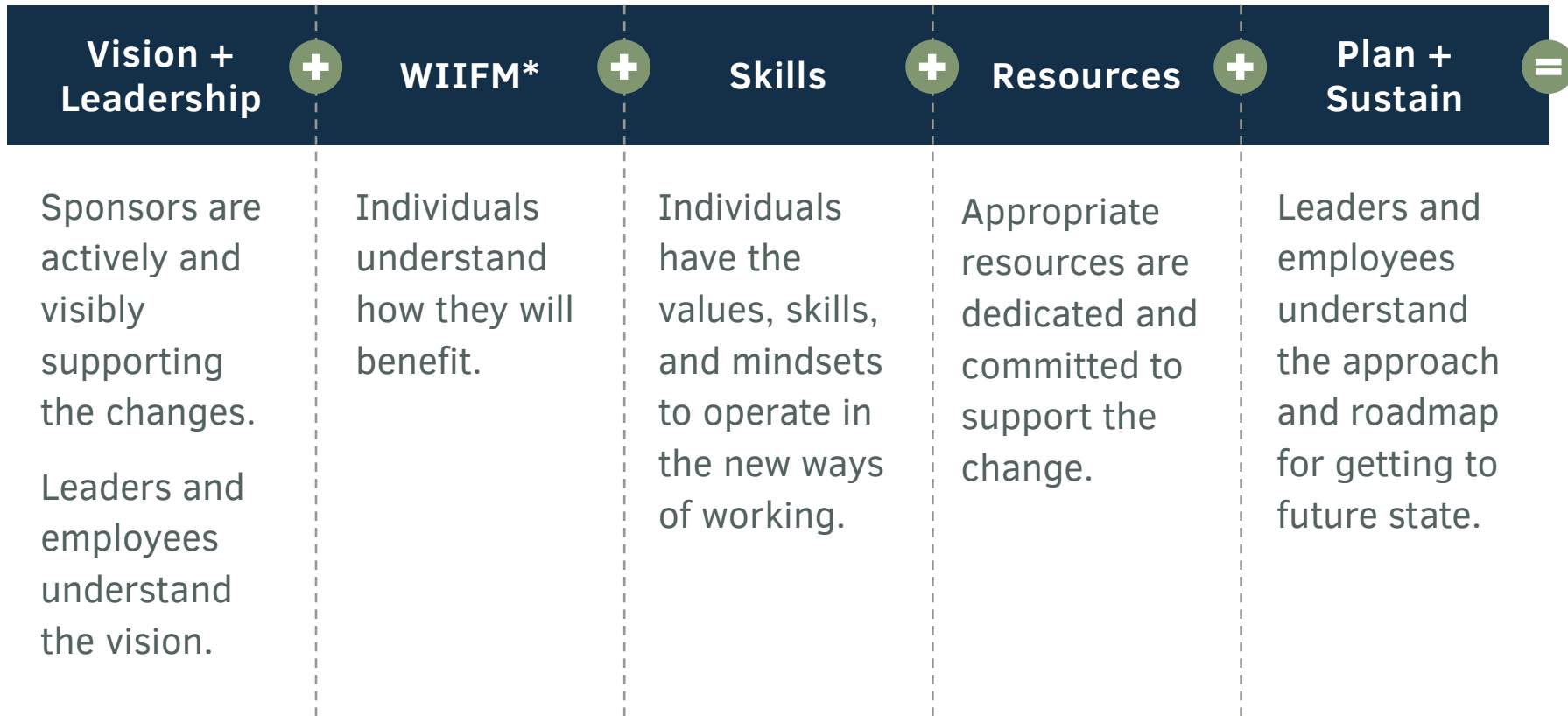
OCM enables peoples' adoption of new ways of working so your organization can reach and sustain future state goals.



ORGANIZATIONAL CHANGE MANAGEMENT (OCM)



HOLISTIC CHANGE MANAGEMENT APPROACH



*WIIFM = What's In It For Me





LEADING CHANGE | COMMON GAPS & OUTCOMES

Vision + Leadership		WIIFM*		Skills		Resources		Plan + Sustain		Outcome
	+	WIIFM	+	Skills	+	Resources	+	Plan + Sustain	=	CONFUSION
Vision + Leadership	+		+	Skills	+	Resources	+	Plan + Sustain	=	RESISTANCE
Vision + Leadership	+	WIIFM	+		+	Resources	+	Plan + Sustain	=	ANXIETY
Vision + Leadership	+	WIIFM	+	Skills	+		+	Plan + Sustain	=	FRUSTRATION
Vision + Leadership	+	WIIFM	+	Skills	+	Resources	+		=	FALSE START

*WIIFM = What's In It For Me

KEY TAKEAWAYS

*How to lead and thrive
in a VUCA world*

Be mindful of your **Leadership Shadow!**

Reinforce the **vision**.

Build **understanding**.

Create an environment of **clarity**.

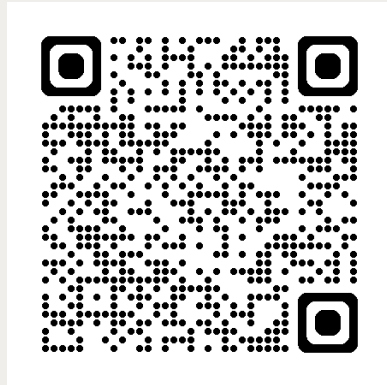
Be **agile!**

For planned changes – Refer to the **Readiness Checklist**.



LET'S CONNECT

ON LINKEDIN



Catie



FarWell



FARWELL

Go far. Do well.

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