

# Organizational Change Power

## A Manifesto



How we lead change is just as important as the methodologies, tools and techniques we use. Generate genuine, long-lasting organizational change power in today's complex and challenging world of work with this manifesto.

### **We are *all* change leaders**

Change is everyone's business. The real long-term Change Champions will be your full-time employees - how can you make heroes of them?

### **Nobody wants to be managed**

Everyone wants to thrive in ways that mean the most to them. Engage. Don't Dictate.

### **Think like a marketer; act like a change agent**

Build an exciting vision; then, get in the trenches to communicate that vision and bring it to life.

### **Bring the creativity**

Change can be hard work - find ways to make it fun!

### **Culture is a competitive differentiator**

Foster a culture of innovation and collective success. Get comfortable with ambiguity and help others do the same.

### **Learn the heartbeat of success**

Beyond quantitative metrics lie qualitative, less tangible, KPIs that people pay attention to. Find ways to boost these.

### **Embrace the role of "best kept secret"**

Support, praise and empower the team rather than keeping the accolades to yourself.

### **Be you**

As a change role model, build authority and influence through integrity and authenticity. People follow leaders they trust.

### **Pace yourself**

The culture you're working in has been around a lot longer than you've been on the project. Learn it and honor it. Then inspire and communicate change at a natural pace before accelerating as you gain traction.

### **Don't skimp on self care**

People count on you to bring fresh energy to the change journey. Keep your personal power levels high however you do that best.

### **#BetterIsPossible**

It's your job to elevate the change journey from *burdensome* to *brehtaking*.

Ready to bring *change power* into your organization?

Pivot Strategies partners with passionate leaders of world-class organizations to help their teams generate genuine, long-lasting Organizational Change Power in today's complex and challenging world of work.

