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**WHY** Change?

**Leadership and Culture**

- Active Executive Sponsorship
- Build Awareness & Desire for Change
- Engage the Right People the Right Way
- Influence Culture for Change

**Versatility | Empathy | Urgency**

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**WHAT** Do We Change

**Understand Strategic Drivers**

- Where Are We Now
- Where Do We Want to Be
- Critical Success Factors
- Getting Buy-in

The puzzle diagram consists of four interlocking 3D pieces. A green piece is labeled "VALUES", an orange piece is labeled "VISION", a pink piece is labeled "MISSION", and a blue piece is labeled "STRATEGY".

**Versatility | Empathy | Urgency**

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## HOW Do We Change

### Engagement and Collaboration

- Cross Functional
- Think Different
- Involve Customers & Partners

### Roadmap for Change

- Establish the Pace
- Short Iterations & Fast Feedback
- Agile Delivery – *'Ensure Team Readiness'*

**The Paradox of Leadership...It's About Balance**

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