Lead Your Team Through Change - Reflection

Reflection question(s):

* What was the most valuable part of this shadow/interview?

Answer(s):

* Effectively Communicating Change
  + Communicating the "WHY" is VERY important
  + Even if you don't agree with the change, ALIGNING (and supporting) to it IS CRITICAL
* Take care of yourself before taking care of others (airline emergency masks)
* Communicating Change to Wide Audiences:
  + Explain/Understand the Why to individuals impacted first, then go wider
    - Less anxiety / confusion / questions
  + Over communicate, early/often
  + Motivate team members to BE the CHANGE / Continue the change (succession planning / TM growth opportunity / less responsibility for you)
  + Plan for "unintended consequences" and "keeping the momentum going" (esp. after initial successes)
* Be Authentic! TMs will know immediately, if you are not sincere/aligned

\* Upload this as part of your Checklist Evaluation to submit to your leader