

the current state. Failure of the management team to fully embrace a change with a sense of urgency is a severe problem in many transformation efforts. If urgency is not in place, it is better to abort a transformation effort and replace it with a less significant change effort.

Change Artists Lead the Leaders

A change artist is someone who works with organizations to support their growth and transformation.

Like the leaders in an organization, the change artist needs to transform first so they themselves can act as a symbol of transformation. It is not possible for a change artist to facilitate a transformation without having gone through the journey themselves. It is for this reason, that people that can play this role have already undergone their own transformation. They need to play the archetypal role of the Wounded Healer.

Thanks for Siraj Sirajuddin for mentoring me in his model of transformation via Temenos and private conversation. Many of the ideas here are either directly from him or were strongly influenced.

Thanks to the person or persons who told me that people have to transform one at a time. I wish I could remember who!

Thanks to Jon Stahl for helping me crystallize the notion of leaders going first through his presentation Agile from the Top Down.

Nests are commonly constructed underground in disused