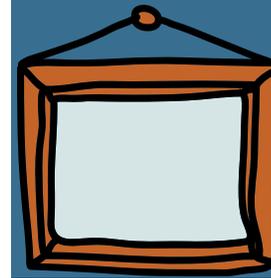


Active and visible sponsorship is more important than ever.



Communicate frequently and be transparent. Tell what you know, what you don't know and when you will know more.

Look at the **big picture** & understand organizational impacts. Help define the new and temporary normal.



Hold **one-on-one** meetings. Keep teams on the same page.



## TIPS FOR MANAGING CHANGE DURING UNCERTAIN TIMES

Have empathy for others. Each person experiences and processes change differently. See the ADKAR Model.

The CLARC Model is a helpful reminder of the many hats managers wear during change.



Collect lessons learned to help your organization adapt in the future.



**Celebrate successes.** Small gestures of recognition go a long way.

