



# HR Leadership Chat Session Highlights

## Rapid Culture Shifts



### Two change management considerations that have not changed are:

- 1) How people **respond** to change
- 2) How organizations/leaders **manage change**

### HP Findings

- Our research shows that the speed of change is expected to continue, and culture changes for immediate and longer term are fundamental to business success:
- Reflect: what has been learned, what worked/didn't at this time, decide what to embed sustainably (identify & address gaps)
- Decide & Commit: where to start, how to start, which elements of operating model need structural shifts
- Embed & Scale: transition and scale selected practices across company (structural capability building, people modeling changes, enterprise process changes)

### HP Thought Prompters

- Recent heightened social injustice awareness and momentum has inserted additional organizational and culture priorities which also need to be addressed.



- How to best train leaders and managers to recognize where employees are in the Change Commitment journey and to support/help to move to the next step in commitment?
- In a world of constrained resources and limited budgets, change principles can be leveraged and imbedded to support all change initiatives in a cost-effective manner using a little creativity. More "traditional" organizations may be slower to adopt evolving environmental culture norms – how can change principles help to accelerate progress?
- How do we tactically re-board our employees as they return to work, implement change, and then deal with the 2nd Wave? What will you do differently?
- How do we bring culture to life for our customers, colleagues, and wider community? How do we best anchor our choices and decisions to our purpose and values during these times?

### A Trusted Talent Partner

Connect with Us

