



BE ACTIVE & VISIBLE

Engage your team throughout the change. Be accessible and present to build support.

EXPECT RESISTANCE

Help coach people through resistance instead of trying to prevent it.

BE COURAGEOUS

Speak up when more support is needed. Answer tough questions or find answers if you don't know the answers.

REMOVE OBSTACLES

Overcome roadblocks and reduce barriers to keep progress moving forward.

BUILD A COALITION

Involve team members that can influence and provide support or expertise.

COMMUNICATE WHY

Meet with your direct reports. Repeat key messages, use multiple channels, and create two-way feedback mechanisms

EMPOWER

By delegating, you will give others development opportunities and help gain buy in along the way.

BE A CHANGE ADVOCATE

Role model the behaviors you want to see in your team

SAY THANKS

Reward and recognize. People want to feel appreciated. A simple thank you goes a long way.

Leadership behaviors

Want to know what you can do as a leader to help your team through change?

Practice these **nine** key leadership behaviors in times of change.