



## Five Webinar Takeaways on Navigating Restructuring

- 1 Ongoing Restructuring Has Become a New Normal That Carries New Risks.**  
To maintain morale and trust, leaders should focus on providing regular updates—even when there’s nothing new to share—and reinforcing alignment with long-term goals.
- 2 Strategic Transparency—Paired with Empathy—Fosters Psychological Safety.**  
Transparency is about sharing the right information at the right time and must be supported by robust infrastructure and preparation; otherwise, it can backfire and increase anxiety.
- 3 Treat Employees as Adults: They don’t need “heroes,” they need “hosts.”**  
To build credibility and trust, inclusive leaders should facilitate open dialogue, foster shared problem-solving and admit when they don't have all the answers.
- 4 Avoid Flashy Initiatives. What People Need Is a Clear, Consistent Plan.**  
Employees benefit from clear, consistent plans that connect day-to-day realities to the organization's broader strategy and future vision.
- 5 From Communicators to Coaches and Orchestrators: The Leader’s Role Has Shifted.**  
Leaders must practice active listening and demonstrate emotional intelligence and enterprise leadership competencies (e.g., resilience, adaptability and prioritization) to foster trust, build change readiness and communicate authentically.

## Key Pillars of Change Communication

	 <b>WHY</b>	 <b>WHY NOW</b>	 <b>REASONS TO BELIEVE</b>
<b>DEFINITION</b>	The purpose and importance of the change	The urgency and timing factors of the change	The evidence and confidence builders for the change
<b>PURPOSE</b>	Explain the fundamental reasons for the change	Highlight why the change is needed now	Provide proof and share the destination and early success stories

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We can equip your leaders to help employees see the bigger picture. **Reach out** to learn more.



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