

10 WAYS TO SABOTAGE YOUR TRANSFORMATION

AND HOW TO AVOID DOING THEM



Be unwilling to transform myself	1	Start with changing myself
Lack a vision for my organization	2	Communicate a strong vision
Treat transformation as a second job	3	Treat transformation as my primary role
Don't understand individual change	4	Understand that change is individual
Fail to support the change	5	Support the change during challenges
Delegate my responsibilities	6	Be visible and responsible for change
Over-analyze everything	7	Take action without full information
Centralize authority	8	Distribute authority
Communicate only "need-to-know"	9	Be transparent and communicative
Have a knee-jerk reversion	10	Hold fast through challenges