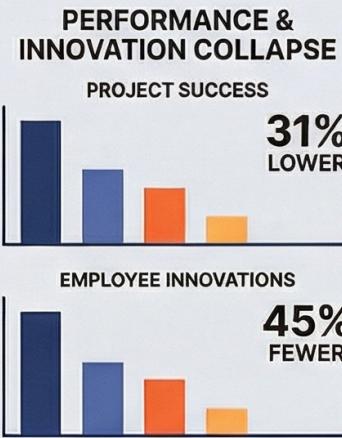


The Change Fatigue Epidemic: Building a Resilient Organization

THE PROBLEM: CHRONIC CHANGE FATIGUE



MIDDLE MANAGERS ARE HIT HARDEST



THE SOLUTION: BUILDING ADAPTIVE CAPACITY

BUILD A FOUNDATION OF PSYCHOLOGICAL SAFETY



Create a culture where employees feel safe to take risks, voice concerns, and learn from failure.

ESTABLISH A PREDICTABLE RHYTHM



Use stable daily, weekly, and monthly cadences to provide grounding and reduce chaos.

MANAGE CHANGE LIKE A PORTFOLIO



Assess the cumulative change load and strategically prioritize only the most critical initiatives.