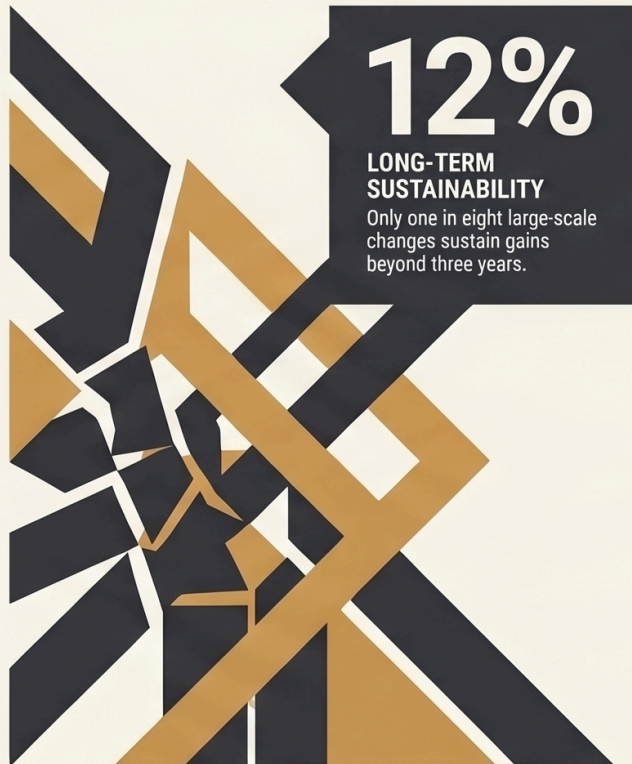


SYNCHRONIZING TRANSFORMATION: THE TEMPORAL DESIGN OF PARTICIPATION

To demonstrate how the timing and breadth of employee involvement determine the success and sustainability of organizational change.

Closing the temporal gap between planning leaders and implementing employees requires intentionally designed participation event chains to align mental models.

THE COST OF ASYNCHRONICITY



THE SYNCHRONICITY GAP
Misalignment between management's months of planning and the workforce's sudden requirement to adapt.

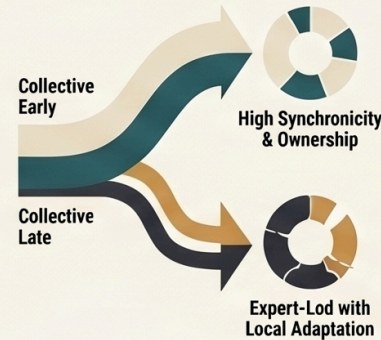


FRAGMENTED CHANGE READINESS
Compressed timelines for employees trigger shock, cynicism, and superficial compliance rather than commitment.



STRATEGIC PARTICIPATION DESIGNS

COLLECTIVE EARLY VS. SELECTIVE LATE



RESOURCE-BACKED ENGAGEMENT

Successful participation requires dedicated time allocation, not just "extra" work on top of duties.



PARTICIPATION MODELS

	COLLECTIVE EARLY	COLLECTIVE LATE	SELECTIVE EARLY
Breadth:	High (Whole Org)	High (Whole Org)	Low (Representatives)
Timing:	Early (Planning)	Late (Implementation)	Early (Planning)
Primary Outcome:	High Synchronicity & Ownership	Expert-Led with Local Adaptation	Focused Design: Limited Penetration