

# Organizational Trends

- 1) Thoughtful evaluation and realignment of priorities & resources ➡ strategic planning
- 2) Culture building to attract and retain talent ➡ clarification of values and living them through behaviors & practices
- 3) Identifying and planning for changes in leadership & key staff members ➡ formal succession plan and meetings
- 4) Proactive approach to employee retention and engagement – the great resignation & quiet quitting
  - ➡ Evaluation of pay to shore up areas where we are underpaying staff based on their role and/or performance
  - ➡ Flex schedules where possible to support performance and/or create work life balance
  - ➡ Invest in more structured time communicating with our staff and customers
- 5) Develop resilience as leaders so we can develop more resilient teams ➡ change management coaching/training

Do you manage  
change or let it  
manage you?

