TIPS FOR MANAGING CHANGE DURING UNCERTAIN TIMES

Communicate frequently and be transparent. Tell what you know, what you don't know and when you will know more.

Active and visible sponsorship is more important than ever.

Look at the big picture and understand organizational impacts. Help define the new and temporary normal.

Hold one-on-one meetings. Keep teams on the same page.

The CLARC Model is a helpful reminder of the many hats managers wear during change.

Collect lessons learned to help your organization adapt in the future.

Have empathy for others. Each person experiences and processes change differently. See Kubler Ross Change curve.

Celebrate successes. Small gestures of recognition go a long way.