

Transformational Change: 10 Keys to Keeping Your Flight Department

Oct. 11 – 1 to 2 p.m.

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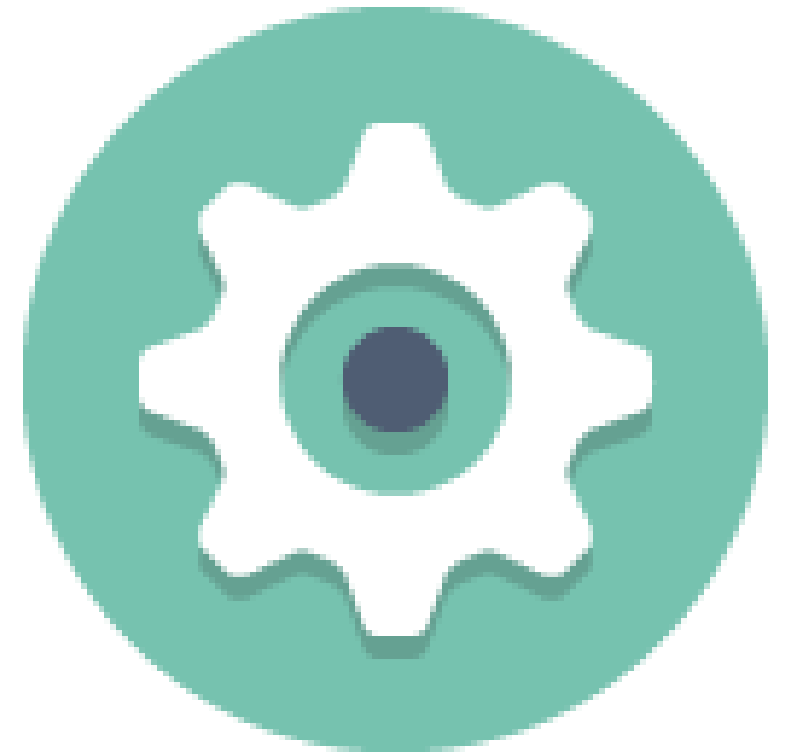


Gray Stone
ADVISORS



Transformational Change

What is it?



Disruption





CASE STUDY



 **KEY 1:**
“HELLO!”



 **Create
urgency**



 **Select
team**



 **Define
the future**



 **KEY 2:
ALLIANCES**



ID supporters & opposition



ID key influencers



 **Be
pragmatic**



 **KEY 3:
TOUCHSTONES**



 **Create
unity**



Cascade thru the org



 **KEY 4:
WINNING**



Explain how to win



Plant a flag

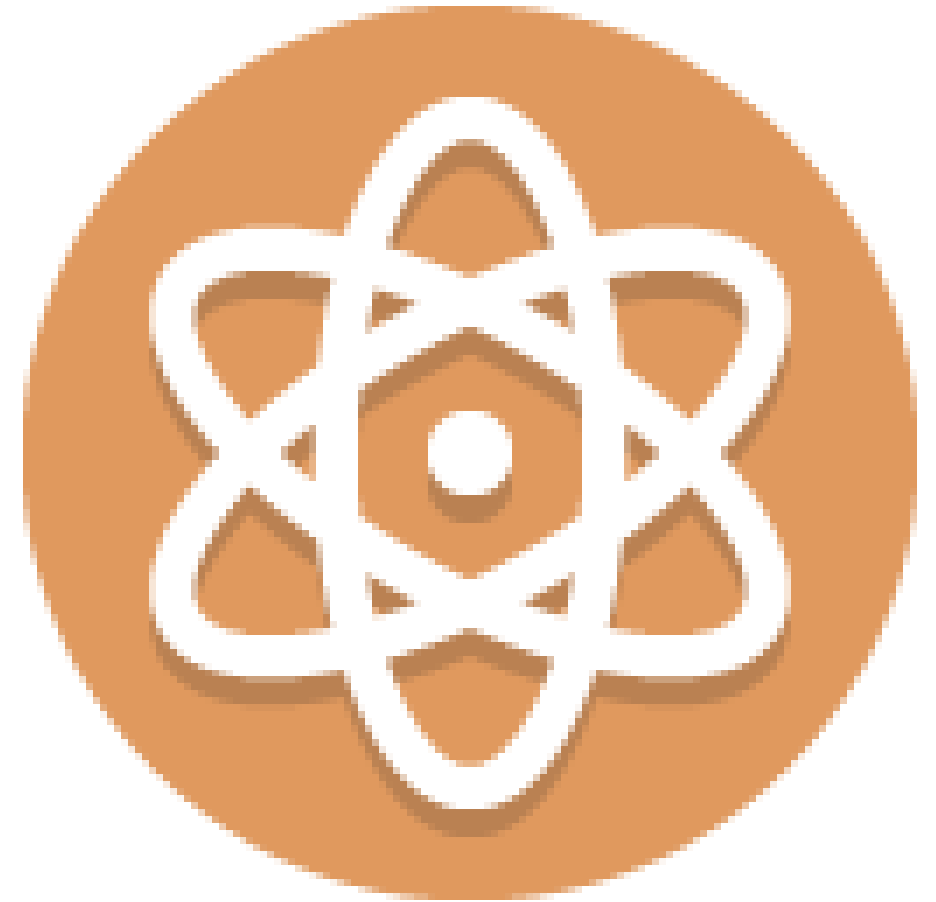




KEY 5: OWNERSHIP



 **Empower
people**



Create a bias for action

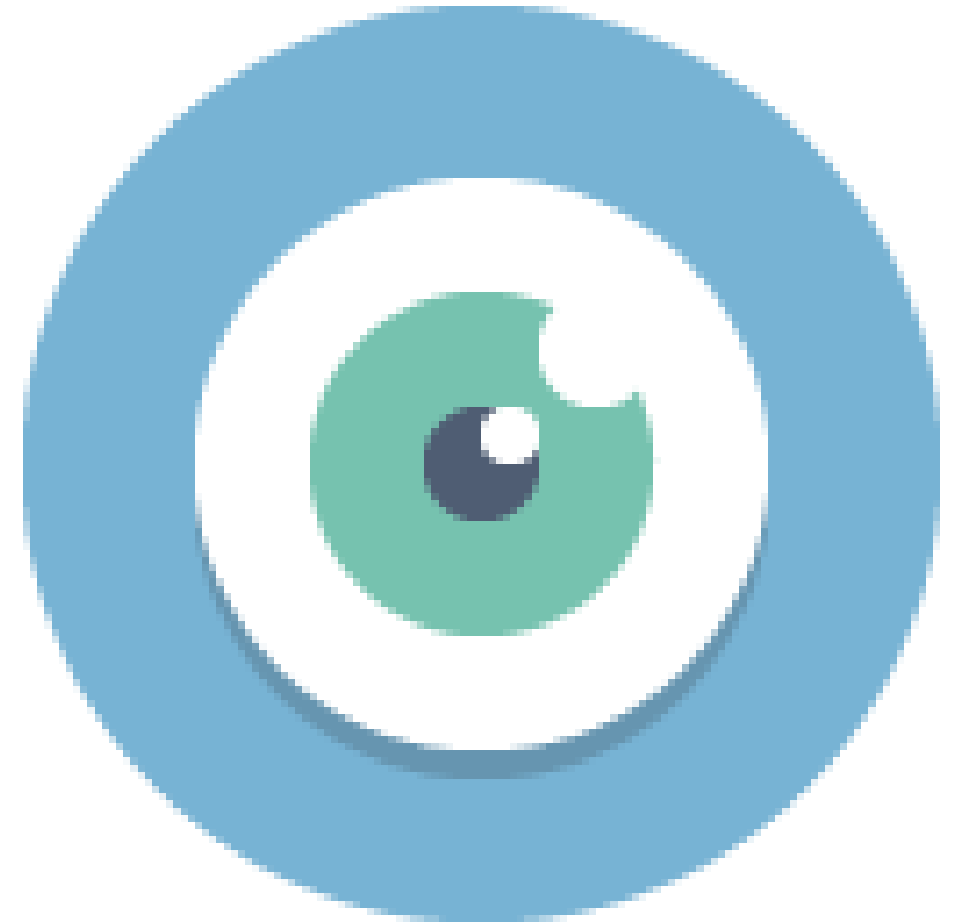




KEY 6: INCLUSION



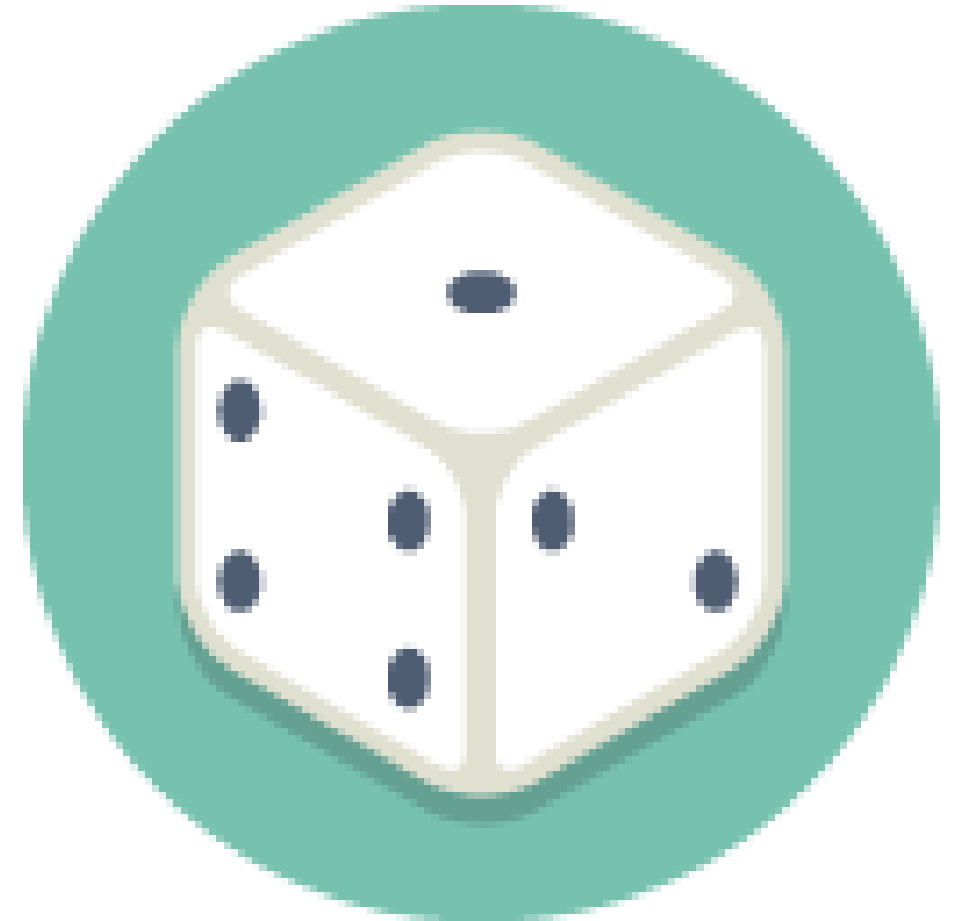
 **Intensify
the vision**



 **Sell the
“sizzle”**



 **KEY 7:
ON A ROLL**



 **Celebrate
wins**



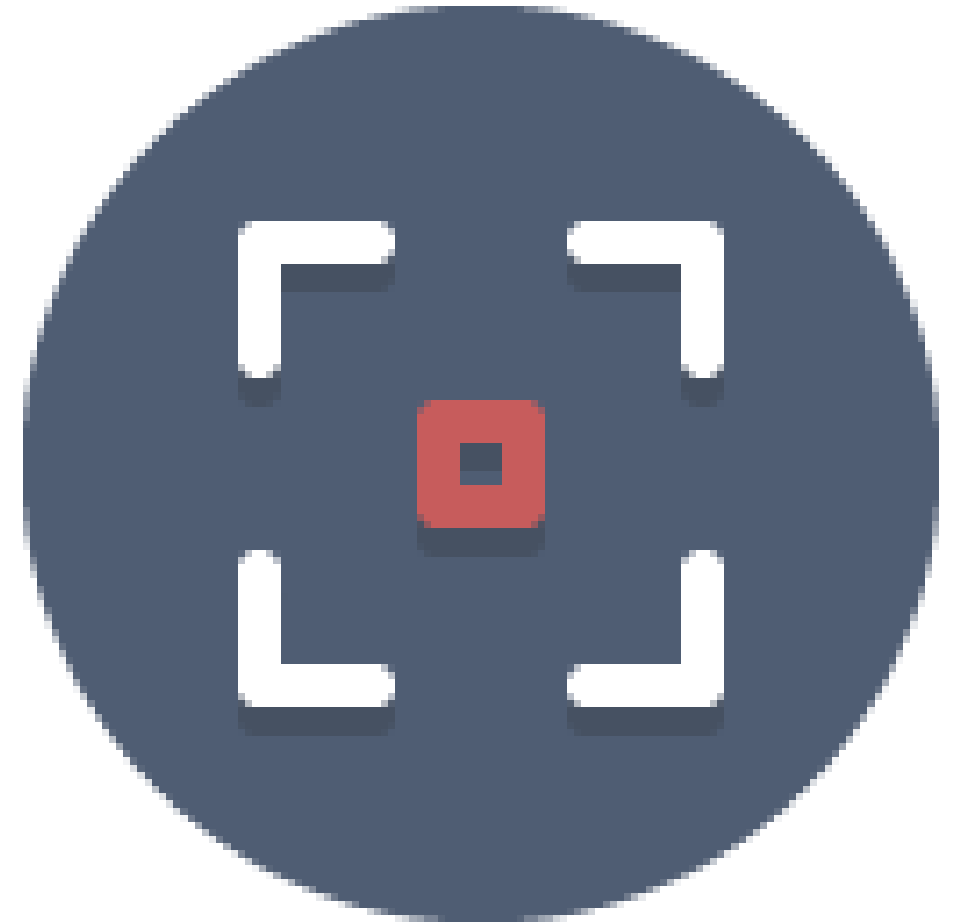
 **Show
progress**



 **KEY 8:
LASER FOCUS**



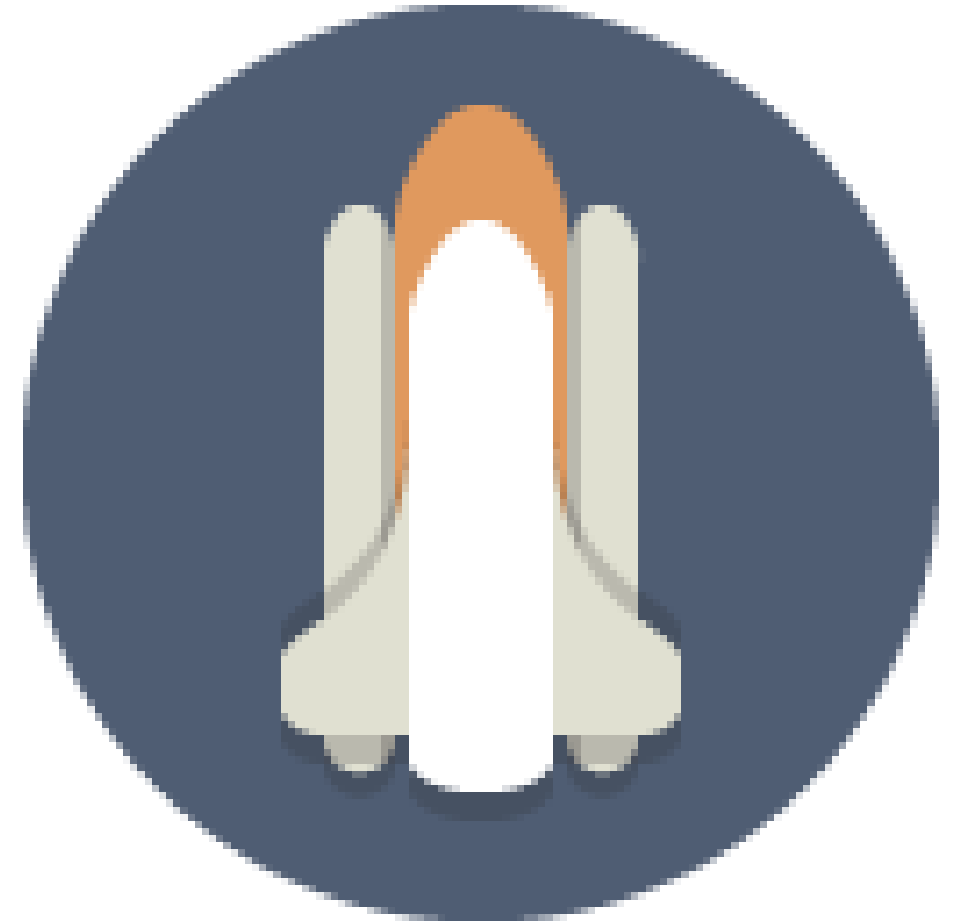
 **Maintain
focus**



 **Stay
committed**



 **KEY 9:
AIM HIGHER**



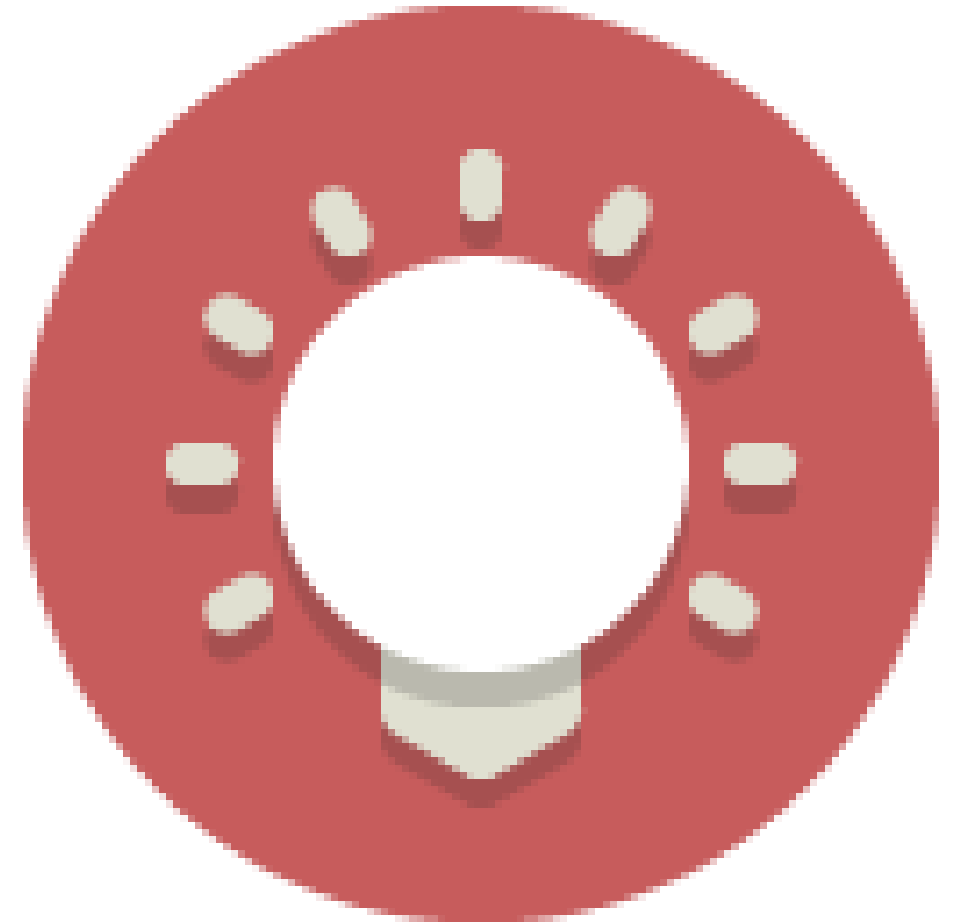
 **Complacency
= failure**



 **Celebrate
wins**



 **KEY 10:
REINFORCEMENT**



 **Cultural
cornerstones**



 **Develop leaders
continuously**



 **Symbolize
the journey**



Questions?



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