



For Change Management Certified leaders who want to bridge the gap between knowledge and real-world implementation.

Register Now

01

**Manage resistance  
effectively**

02

**Engage stakeholders  
effortlessly**

03

**Communicate  
effectively**



Every last Friday of the month



Virtual



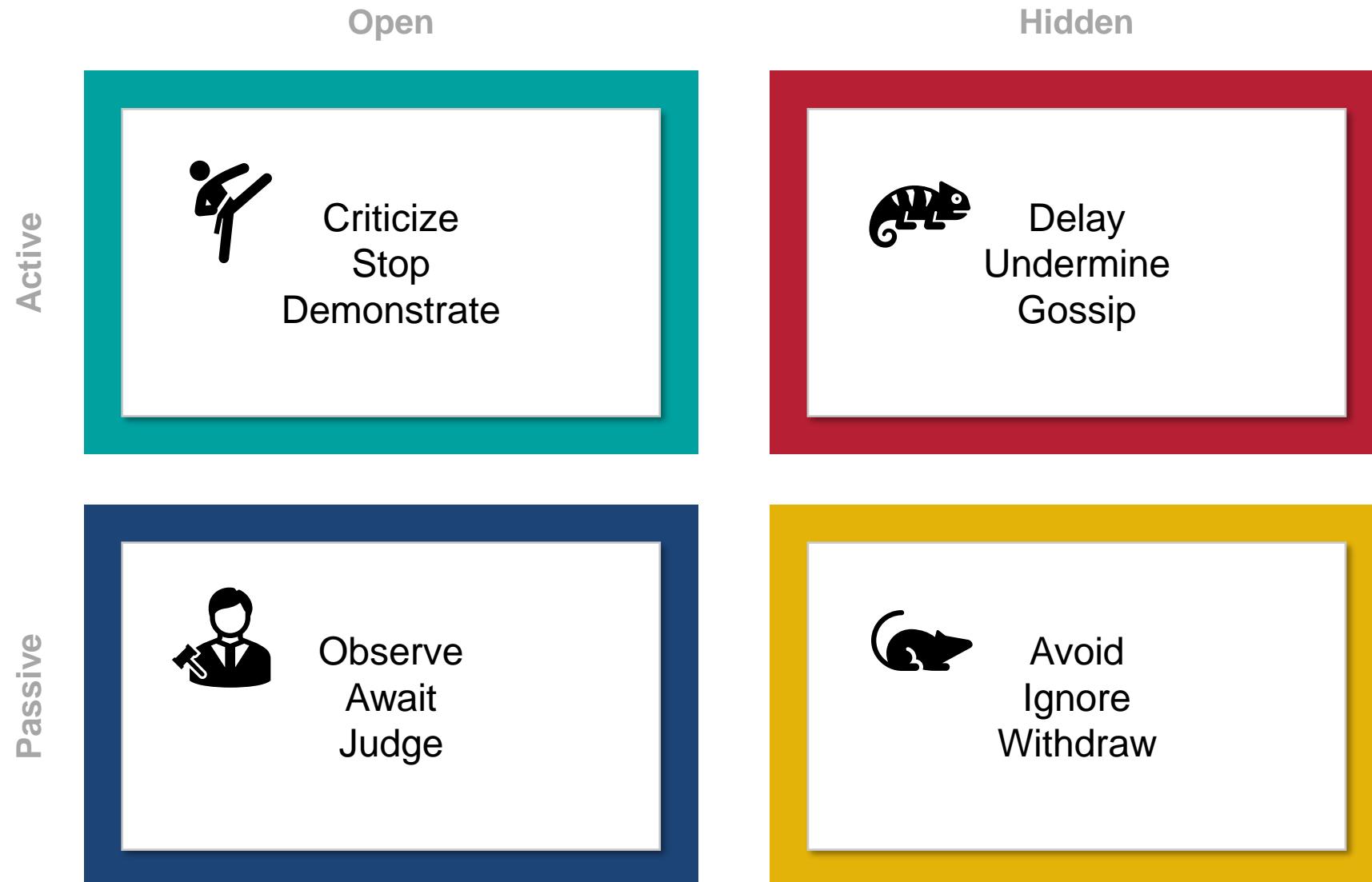
Free



Learn more

# Leading Change

*From Theory to Action*



**#1**

Psychological safety

**#2**

Authority for  
consequence  
management

**#3**

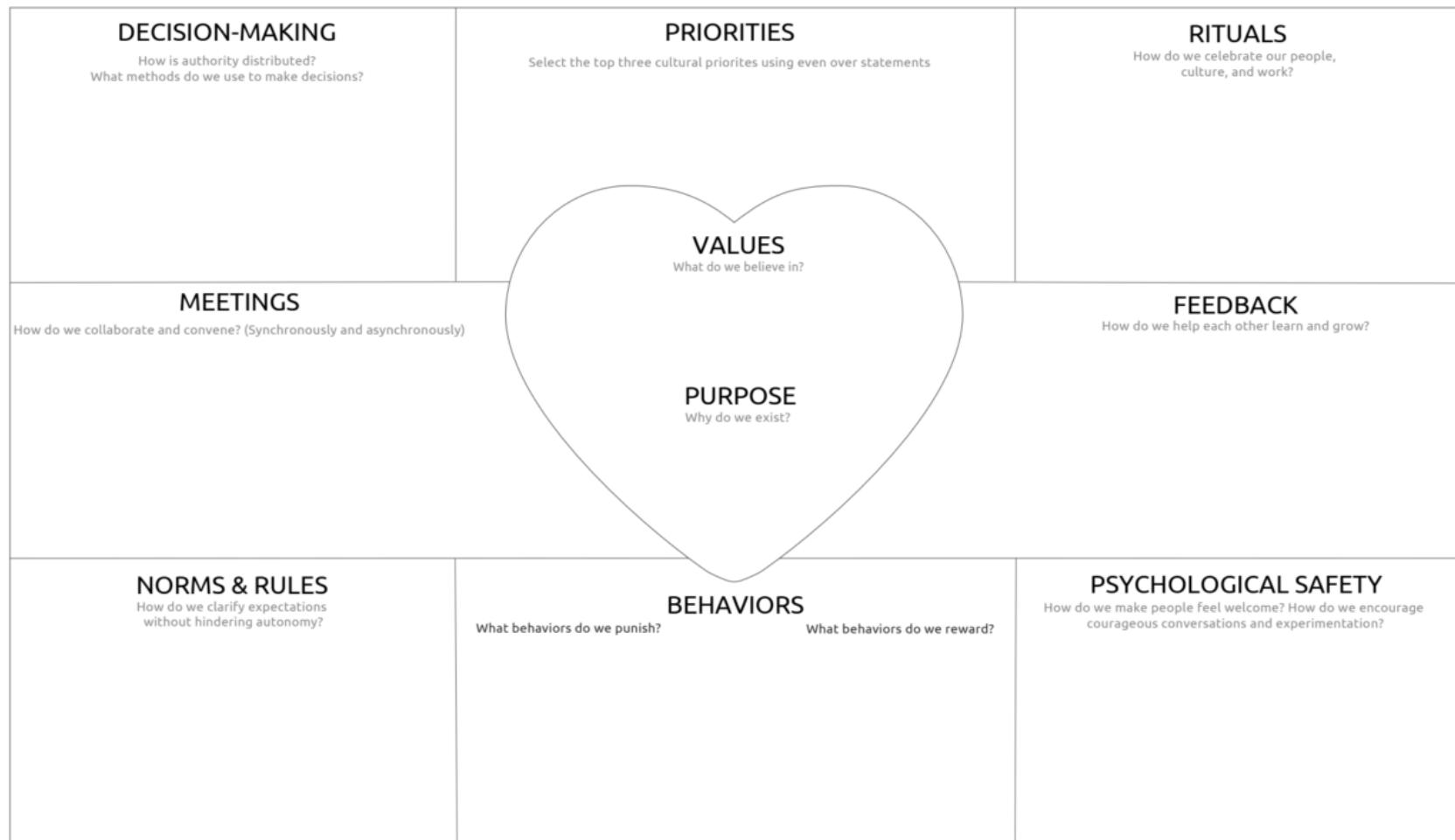
Access to necessary  
resources

# CULTURE DESIGN CANVAS<sup>©</sup>

Design a workplace culture that propels you into the future.

Team name:

Date:



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Designed by Gustavo Razzetti  
FearlessCulture

[www.fearlessculture.design](http://www.fearlessculture.design)





Criticize  
Stop  
Demonstrate

- Recognize and address the emotional responses triggered by the change.
- Use the resistance as information to adjust or adapt change plans.



Delay  
Undermine  
Gossip

- Set the example. Ensure leaders in the organization are not doing the same thing.
- Leverage influencers within the organization to promote and champion the change.
- Continuously monitor alignment with company culture.
- Use data analytics for measuring adoption (and productivity).
- Practice consequence management.



Observe  
Await  
Judge

- Continuously report progress relative to the vision.
- Keep track of and demonstrate adjustments done based on feedback.



Avoid  
Ignore  
Withdraw

- Leverage influencers within the organization to promote and champion the change.
- Use coaching to uncover emotions and roadblocks.
- Use data analytics for measuring adoption (and productivity).
- Practice consequence management.