

# Level Up: Change Management Skills as Your Career Accelerator

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**Technical skills got you here.**  
**They won't get you there.**

**Most change fails because of  
timing, not resistance.**

**Database lock. Submission deadline.  
Audit prep...**

# The Change Management Framework

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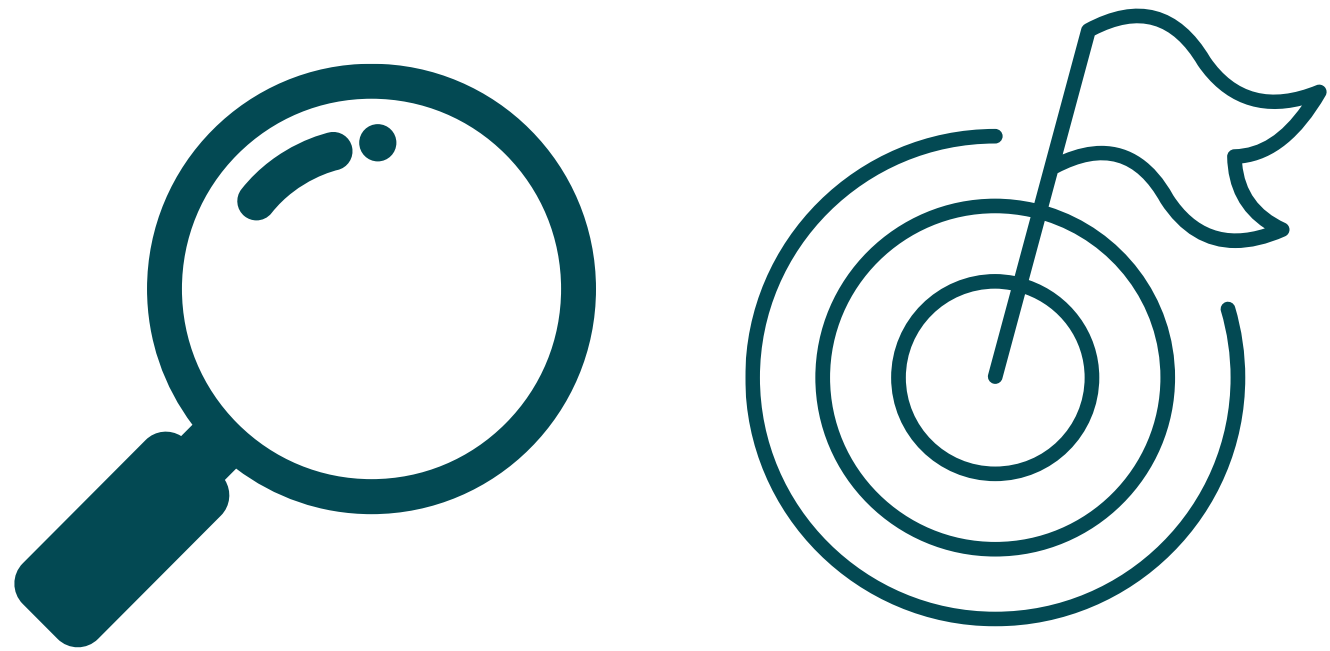
**We removed a step. Declared victory.**

**Six months later.. they reverted.**

**Why?**

# The Change Management Framework

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# The Change Management Framework

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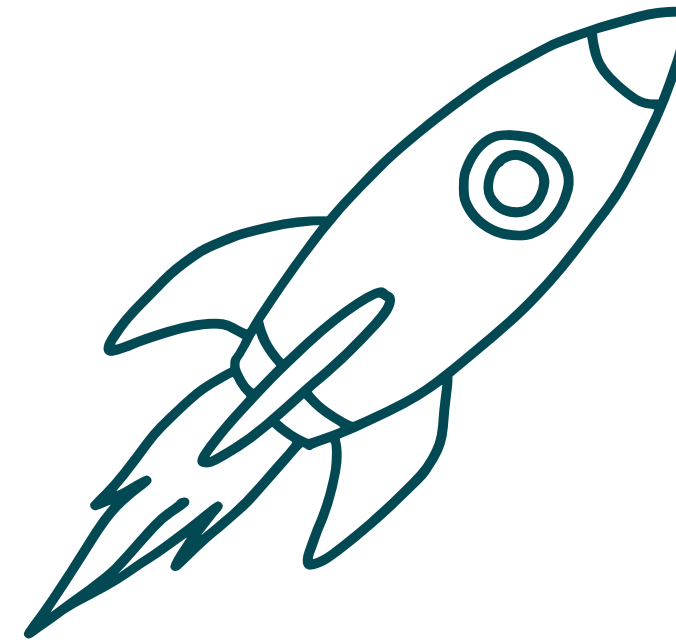
Understand



Vision  
n



Coalition  
n



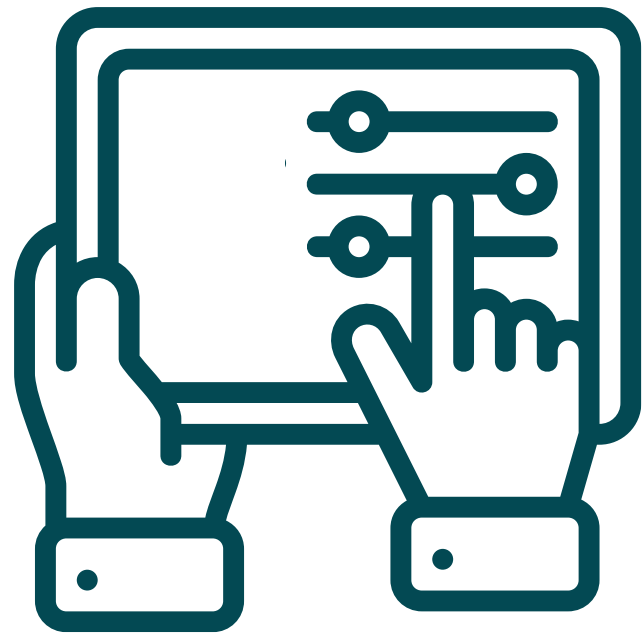
Implement  
t



Sustain

# Resistance is information. Decode it.

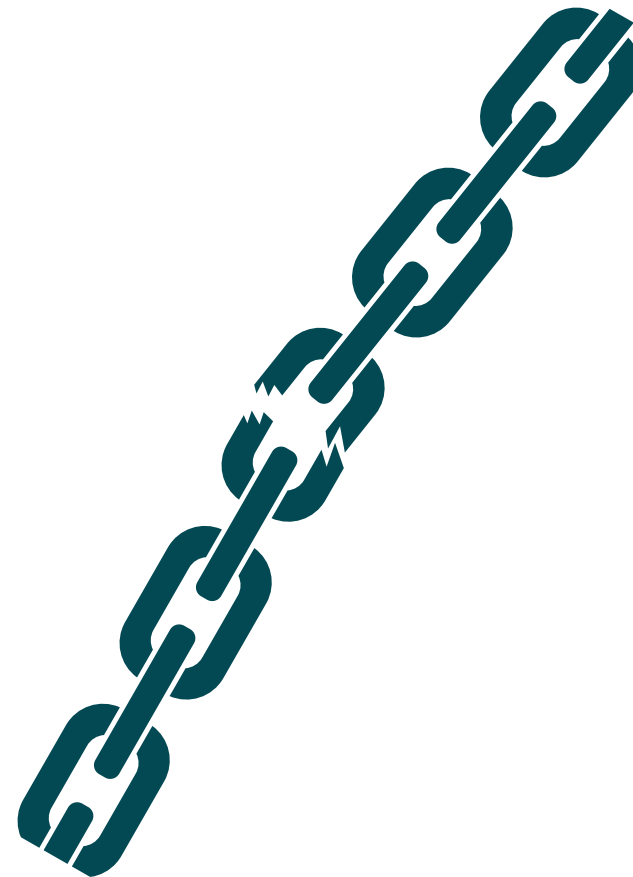
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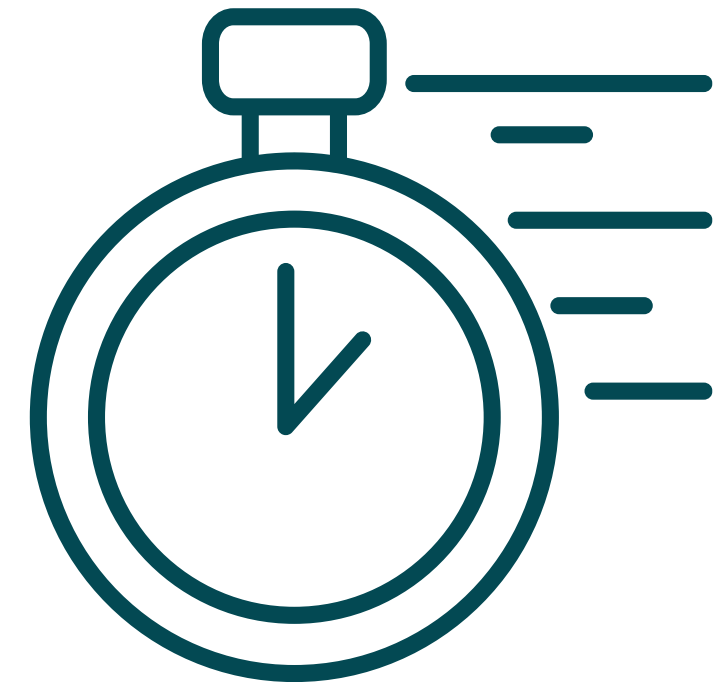
Control



Uncertainty



Disruption



Timing

**You don't need a big initiative.**

**You need a first one.**

**Will you be the one driving  
the change or just along for  
the ride?**



# Questions?

