

Change Management

DP-2

Workshop for the development of AIS management and oversight for Civil Aviation Authorities (CAA) and Air Navigation Service Providers (ANSPs)

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Are We Ready?

- Prepare your brain for change:
 - Improve your habits
 - Change perspective
 - Take brain breaks
 - Positive thoughts

change starts
with **me**.

*Have a clear vision and a sound
plan,
Understand the climate / culture,
Invite / inspire team learning*

Prepare Your Team



- Know your group challenges
- Promote ownership
- Address doubts
- Provide support
- Remove obstacles
- Provide resources

➤ **Be specific about what behaviors need to change:**

- Top - down
- Bottom - up
- Middle - out

Types of Change Initiatives

- Strategic
 - Changes the core mission and purpose
 - organizational

- Structural
 - Performance improvements

- Process
 - efficiency

- Cultural
 - Values, norms, relationships

Characteristics of Change

- Innovative
- Focused
- Savvy
- Collaborative
- Flexible



Communicate, communicate, communicate...

- Keep everyone informed and involved
- Acknowledge change is difficult
- Create a safe space for:
 - Questions
 - Emotions
- Focus on the wins, but don't ignore the setbacks

Thank you

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