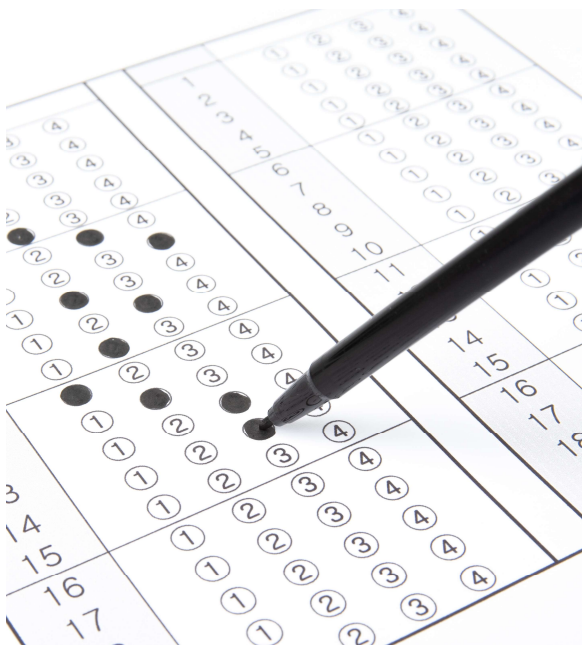


# LEADERSHIP RESILIENCE IN TIMES OF CHAOS AND CHANGE

CLARE LEVISON, CPA,  
CGMA

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- AI as an opportunity and risk
- Demographic shifts
- Rapid technological advancements
- Hybrid work

2



WHAT is one thing you've learned during the last year about one of those four issues?

3



WHY is it important?

4



People need meaning...

Did your meaning increase?

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## Organizational Change

**1. Structural Change** – Changes in hierarchy, roles, or company structure.

*Example: Merging departments or creating new leadership roles.*

**2. Technological Change** – Adoption of new technologies or tools.

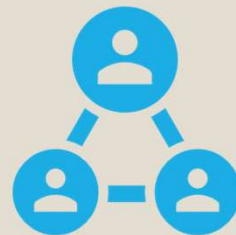
*Example: Switching to a new software system or automating a process.*

**3. Cultural Change** – Shifts in workplace norms, values, or behaviors.

*Example: Moving toward a more collaborative environment.*

**4. Strategic Change** – A redefinition of the organization's direction or mission.

*Example: Expanding into a new market or pivoting the business model.*



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How is your organization affected by change?

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### Change Quotes

"Change is the law of life. And those who look only to the past or present are certain to miss the future."

"The measure of intelligence is the ability to change."

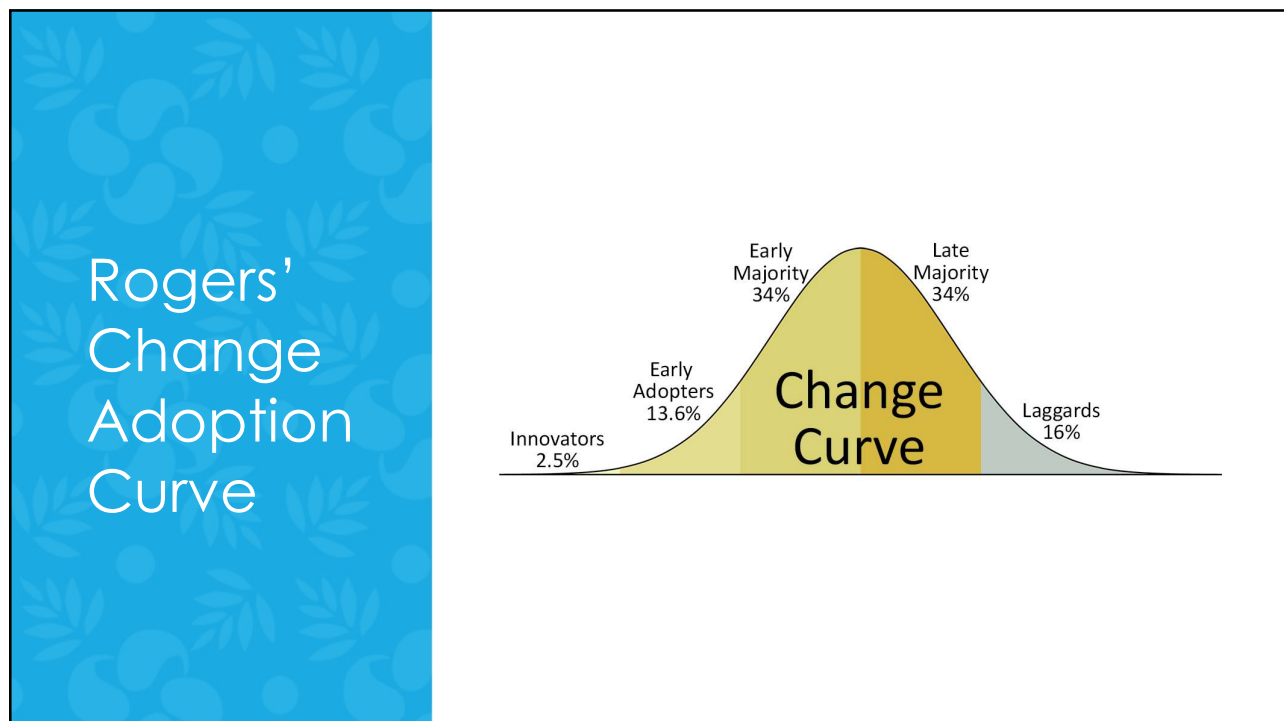
"Progress is impossible without change, and those who cannot change their minds cannot change anything."

"Don't be afraid to give up the good to go for the great."

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## Realities of Organizational Change

- Resistance is Normal (and inevitable)
- Change is Not Linear
- Emotions Drive Reactions
- It Takes Longer Than Expected
- Leadership Buy-In Isn't Enough

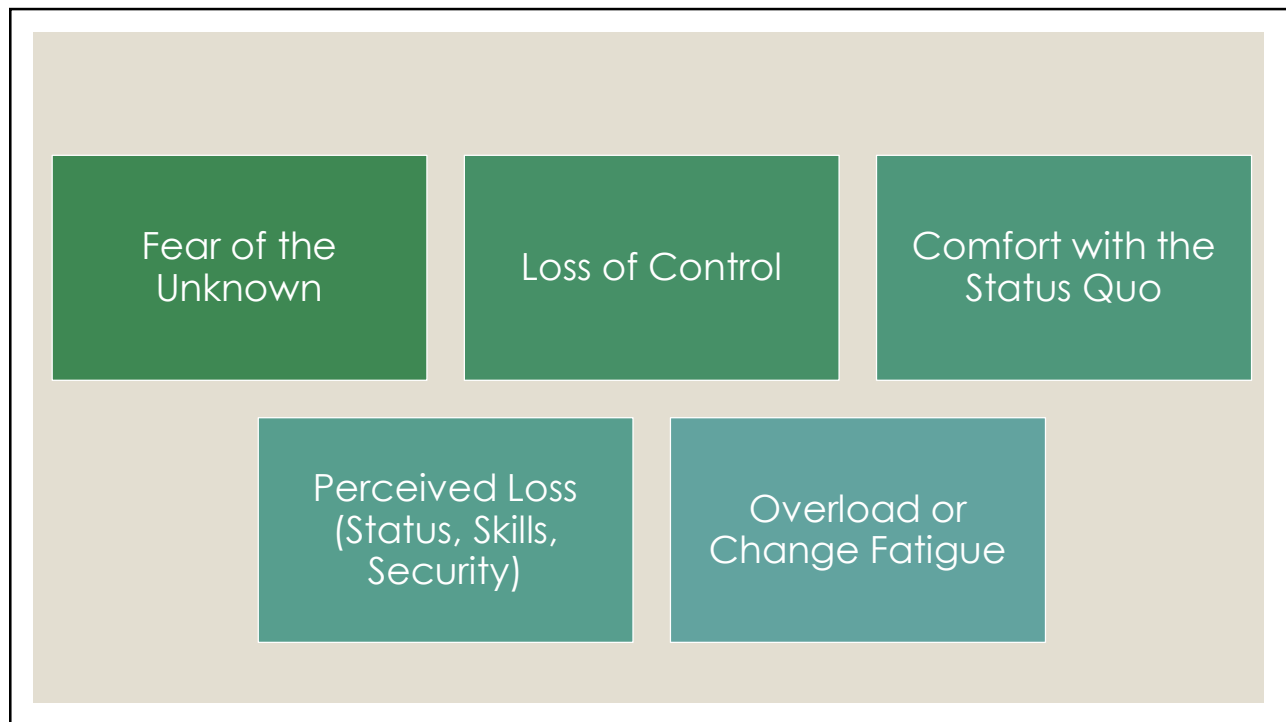


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Why do people resist change?

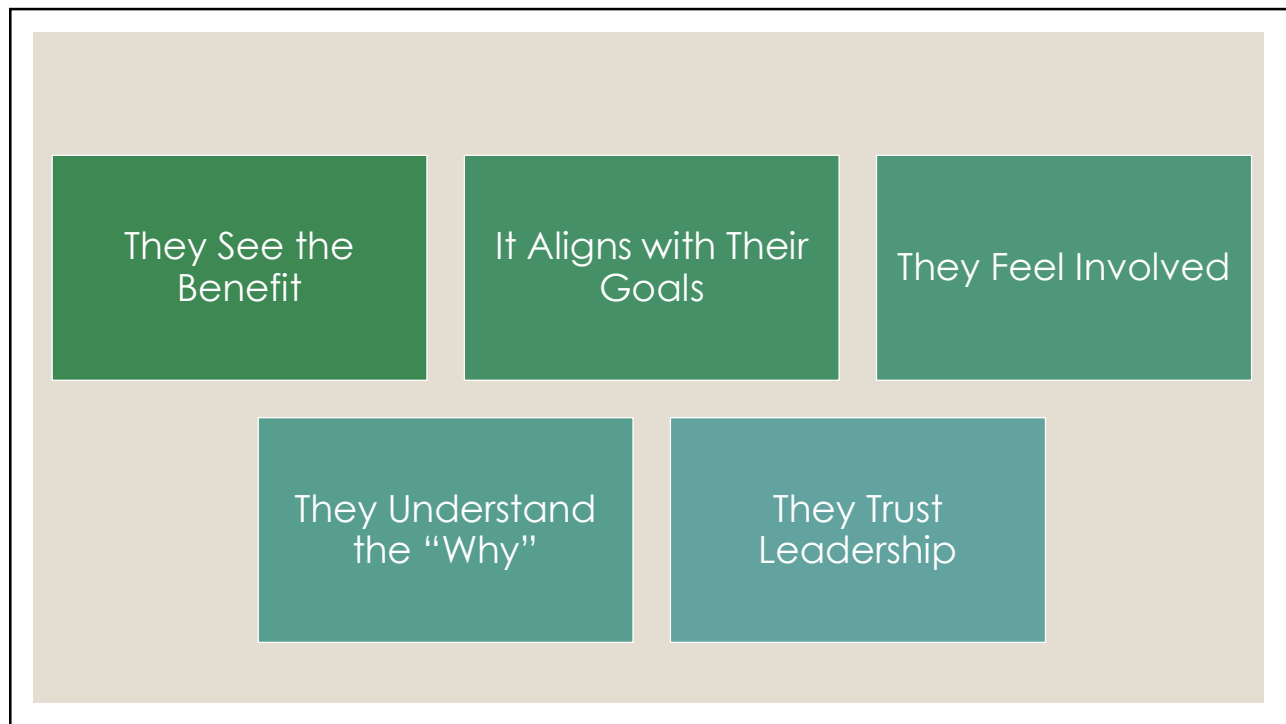
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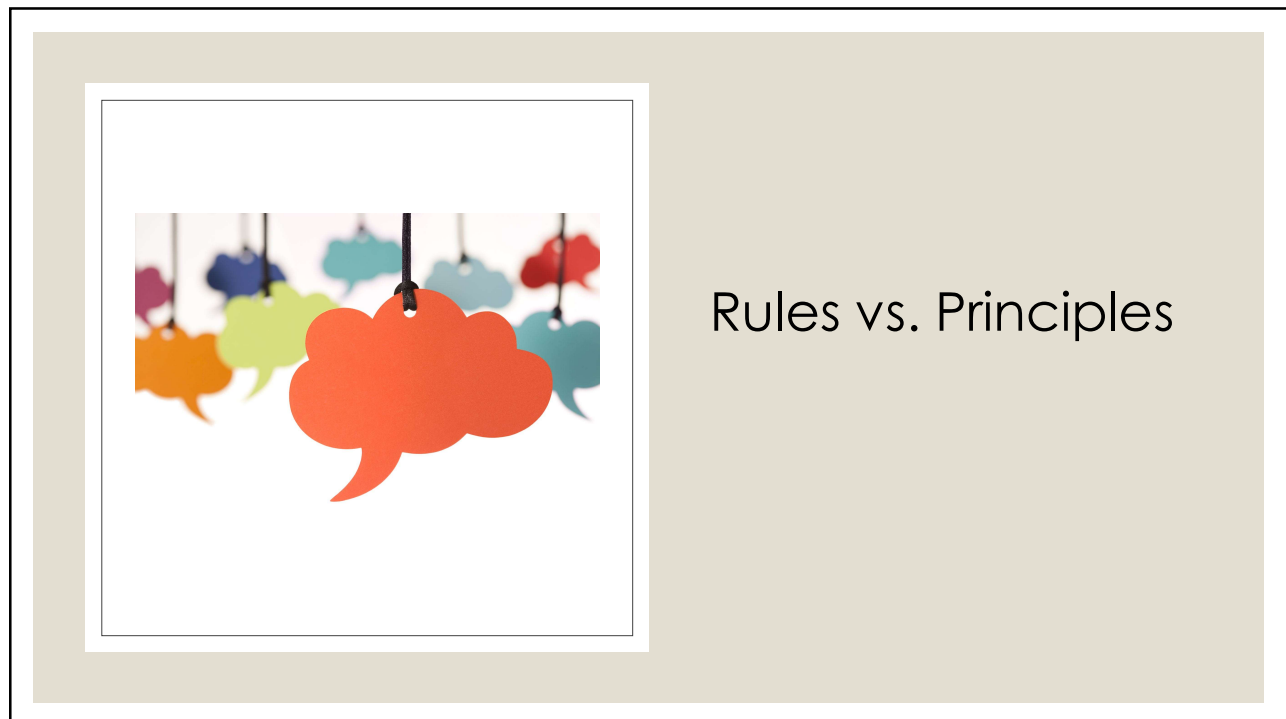
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## Navigating a new landscape...



Fairness (emotional  
response?)



vs.



Consistency (well  
thought out response)

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## Navigating a new landscape...



Business



vs.



Personal

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## Next Steps

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## Contact Information

Email - [Clare@InspiredResponsibility.com](mailto:Clare@InspiredResponsibility.com)

LinkedIn – Clare Levison

Twitter - @clarelevison

Facebook – Author Clare Levison

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