

Change Leadership for the Technological Age

Top Three Takeaways:

- 1. If we want technology to change the world – WE must change with it.**
 - a. Technology doesn't drive change—people do.
 - b. The priority is mastering the craft of leading people through change, shifting focus from technology to human-centered leadership.
- 2. People are hard-wired to resist change.**
 - a. To help people embrace and lead change, we must reduce resistance by creating environments—both physical and psychological—that lower threat responses and enable change to flourish.
- 3. Change leadership requires a fundamental shift in leadership style.**
 - a. Move from control to collaboration, knowing to listening, and certainty to learning from failures.
 - b. It's not about knowing everything but about embedding rituals and habits that make a growth mindset a cultural norm.

Key Message:

A leader who doesn't understand the process of change cannot effectively lead in 2025.

Call to Action:

Understand how to create lasting behavior change before implementing technological advancements to ensure sustainable ROI on innovation.