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| =  Organizational Change: Position Your Business For Growth |
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| **Talent Summit 2018** |
| PRESENTED BY:  Joseph Hellie  *CentraCare Health, VP Strategy & Network* Development  **JR Burgess**  *Rejuv Medical, CEO* |

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| Organizational Change: Position Your Business for Growth |  | **Things to Consider** • • • |
| “*Change is always hard, but communication is the key*!”  Joe Hellie  **…**  “*Culture eats strategy for breakfast*.”  Peter Drucker  **…**  “*The bigger the dream, the more important the team*.”  JR Burgess |
| Key Takeaways  * Having open and honest communication while sharing a vision or mission with staff is crucial. * The importance of knowing when to scrap a project and start over versus when to salvage specific components and attempt to improve the status quo. * Employee buy-in for growth lies in culture and purpose. Why are we here and how can I contribute? * A vision for growth at the top is essential. * Three ways to determine if you made the right hire – Increased Revenue, Improved Customer Experience, and Improved Employee Work Life Balance * Learning to adapt quickly is critical in any market.  Strategies to Implement Now  1. Try implementing a 30/60/90 day new hire check-ins for achievable goal setting 2. Develop a one to two day “Unfreezing” session that provides tools for employees to observe different views and embrace varying perspectives and styles in a team setting to improve culture. 3. Consider a “School Time” option for employees to improve not only retention but also professional growth. |