

AWS State, Local, and Education Learning Days

Boston



People and Organizational Change Management

Government & Higher Education

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Agenda for our Discussion

- Planning
- Implementing
- Sustaining
- Growing

Planning

- 1. Work backwards, to move forward**
- 2. Create cross-team and business unit collaboration**
- 3. Foster an experimental mindset**
- 4. Reinforce culture & new skills via trainings to create buy-in**

Question for Discussion

How can you influence culture to foster a growth mindset e.g. fail-fast, learn and adapt?

Implementing



**Leadership
Alignment**



Communicate



Center of Excellence

Question for Discussion

Reflecting on leadership alignment, communication and operations how would you rate your readiness, on a scale of 1-5

5 is more ready and 1 is less ready

What additional support do you need to increase readiness in any of these areas?

Sustaining

- 1. Reinforcing the Change**
- 2. Knowledge Management**
- 3. Continuous Feedback**

Question for the Audience

What are three actions you can take to maintain the benefits of a change, and avoid sliding backwards?

Growing

- 1. Organization identity**
- 2. New ways of working**
- 3. Reinforce culture of an experimental mindset**

Question for the Audience

Once an org-wide change has been implemented, what steps can you take to ensure the culture continues to foster new ideas?

Summary

From Challenge to Opportunity:

1. Thoughtful planning
2. Communication
3. Employee involvement



Thank you!

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for this session**



Executive Track

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Change Management