

# **AWS State, Local, and Education Learning Days**

Sacramento



# 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

1

**Leadership  
Alignment**

2

**Communicate**

3

**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?



# Thank you!

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for this session**



**Executive Track**

People and Organizational  
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