

AWS State, Local, and Education Learning Days

Washington D.C.



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

When rolling out org-wide changes in the past, what implementation challenges did you experience?

How did you address them?

How could you have done it differently?

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. Rebranding

2. New growth targets

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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Executive Track

People and Organizational
Change Management