



## HOW LEADERS CAN BETTER THE WEIGHT OF CHANGE

Leading through change isn't a theoretical exercise. It's a lived, daily experience — and often an isolating one.

Most leaders live in the gap between expectation and execution as they liaise between the C-suite decision makers and the frontline workers they manage. This involves implementing decisions they didn't make, explaining changes they're still processing and maintaining operations while absorbing the added weight of change. Yet the effort often goes unseen and underappreciated.

The exhaustion leaders feel is not a sign of inadequacy. It reflects the true magnitude of the responsibility. But within that responsibility lies opportunity.

To lead change effectively, a leader must start with themselves. A grounded,

cause them that same stress. questioning the reasoning change, side conversation anxiety and discontent bre

Leaders must take a moment and reflect on their own role, engaging their team around. Here are a few measures as a leader to be intentional processing change:

- **Give yourself time to process what's happening:** Not only are you processing change, but you're also explaining it. Don't skip over your own questions around change. What are you thinking, what's aligned with next-level leadership where you still need to gain clarity?
- **Clarify what you know**