
WHAT GEAR ARE YOU IN?

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GEARING UP FOR SYSTEMATIC CHANGE—YOU ARE THE DRIVER!



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ARE YOU A "STANDARD"...AUTOMATIC

- P: PARKING
 - R: REVERSE
 - N: NEUTRAL
 - D: DRIVE
 - L: LOW GEAR
 - S: SPORT MODE
 - M: MANUAL MODE
 - O/D: OVERDRIVE
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ARE YOU A “5-SPEED” ...

1. SIT in the DRIVER’S SEAT.
 2. FIND THE CLUTCH.
 3. Keep one foot on the brake.
 4. Turn the key.
 5. Next, take your foot off the brake and slowly ease off the clutch pedal while **simultaneously** stepping lightly on the gas. **THIS TAKES PRACTICE!**
 6. Now that you're moving, it will soon be time to switch to second gear. Continue shifting through the gears.
 7. If you need to slow down, you will want to downshift.
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THE KEY(S) A CULTURAL SHIFT **SYSTEMATIC CHANGE!**

- 1. KICK bad habits.**
- 2. Set Priorities.**
- 3. Build Good Habits.**
- 4. Instill Systems.**

<https://www.forbes.com/sites/davidrock/2019/05/24/fastest-way-to-change-culture/?sh=269f5be93d50>

THE KEY(S) A CULTURAL SHIFT-**SYSTEMATIC CHANGE!**

1. Define a set of desired values and behaviors.
2. Align culture with strategy and processes.
3. Connect culture and accountability.
4. Have visible proponents.
5. Define the non-negotiables.
6. Align your culture with your brand.
7. Measure it.
8. Don't rush it.
9. Invest now.
10. Be bold and lead.

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