

The background of the slide is a photograph of a desert landscape. It features rolling red sand dunes under a clear, bright blue sky. The dunes are smooth and undulating, with some showing subtle ripples in the sand. The lighting suggests a sunny day, with the sand appearing a vibrant orange-red color.

Change Management Adventures

Changing organizations is like an adventure, just like a mountain trip through an unknown landscape. It is like an unorganized trip you tackle if you know your ambitions and are well prepared yourself. You wonder what the landscape looks like. You choose your companions and invite them to travel with you. You check the map, discuss possible routes with your companions and agree which way to go. The map is useful for finding your way. But the map is not the landscape. The landscape is more colorful, more impressive, more changeable too. And what your map certainly doesn't show is the weather. The weather makes a big difference on a trip. A glorious day puts the whole landscape in a clear perspective and offers the most beautiful views and colors. On a cloudy, rainy day you have no view any more, and you can't see the path properly. It can be rough. If you are travelling through unknown territory, it is essential to keep a good eye on climate changes and the team spirit. If there is a storm going on, it can be wise to seek shelter and mark time. Of course you have a destination you want to reach, and you have planned your stages and rests carefully. But it is not so much the destination which counts as the trip itself which provides enjoyment, which demands stamina, and in which you can enjoy the views. Do you prefer an organized tour with an agreed arrangement decided in advance or are you ready to go on track and tackle the adventure?