

# Success factors for change and transformation in agile organisations

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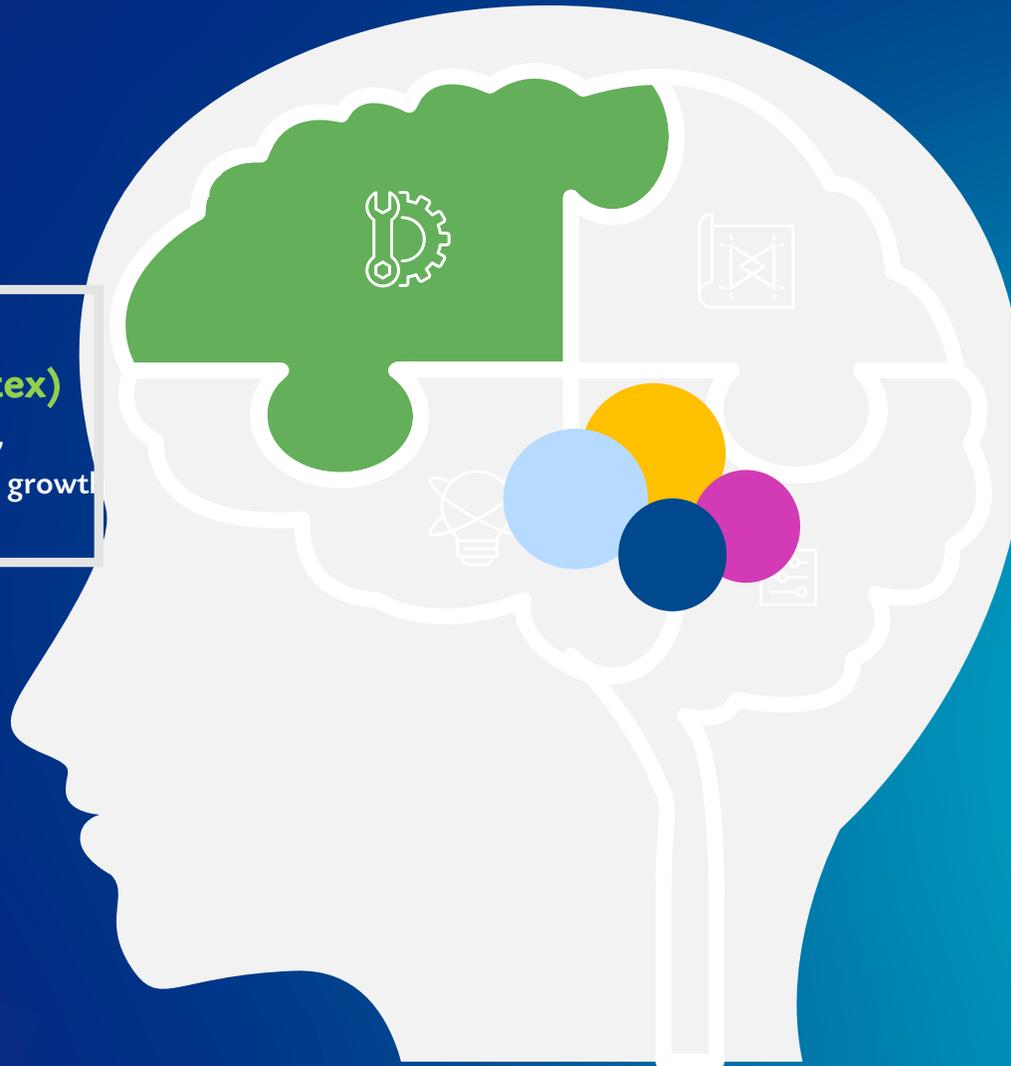
Carolin Adler Coaching.Change.Communication

# What I can contribute



Some underlying thoughts

# Fundamentals of Change – We are wired to resist



## Rationality (Neo-frontal cortex)

Slow thinking, creativity,  
opportunities, potential, growth

## Flight, Fight or Freeze (Amygdala)

Fight, Flight or Freeze  
Fear, Change equals Danger  
"I am freaking out. I fear that..."

## Saving Energy (Basal Ganglia)

Repeated behaviours -> habits  
Creates low energy benefits  
"I don't KNOW what to do."

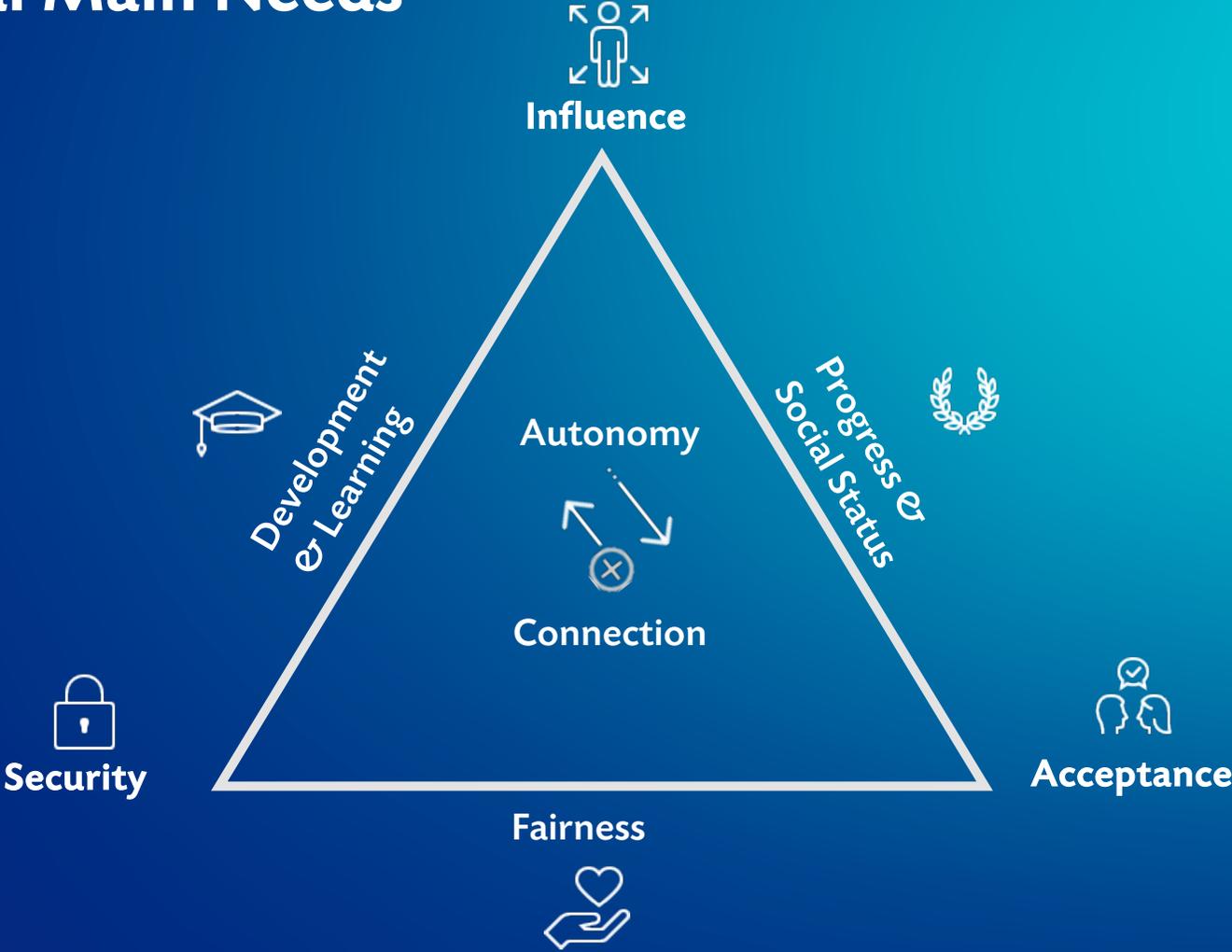
## Avoiding Mistakes (Habenula)

Failure Avoidance Center  
Change = lot of opportunities to fail  
"I don't want to mess up."

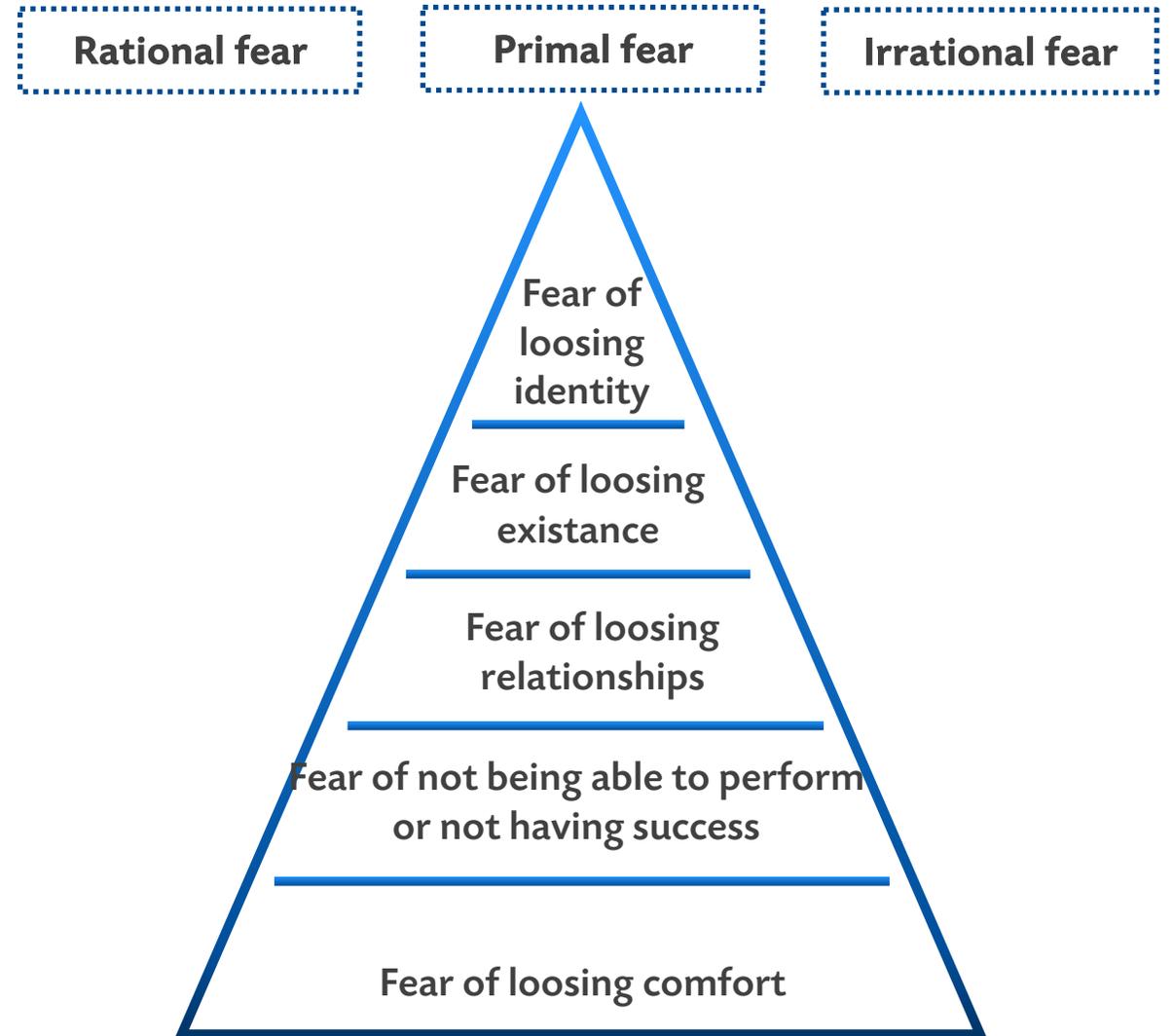
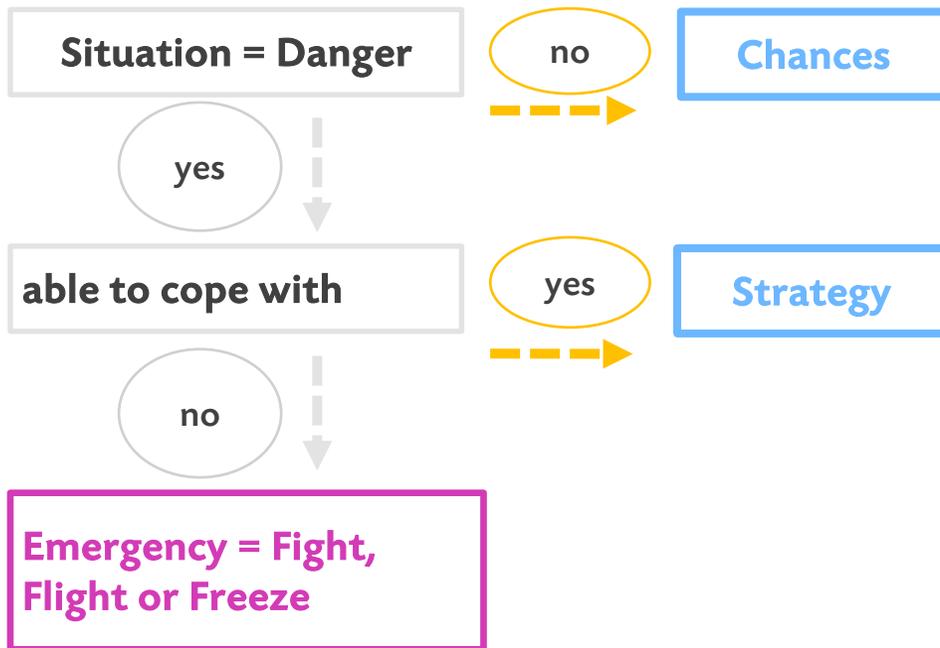
## Social Mapping (Entorhinal Cortex)

Mental & Social GPS  
mental and physical maps  
"I am lost."

# Psychological Main Needs



# Deep Dive: Psychology of Fear



# Teams & Crews as psychological safe place

„A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe for interpersonal risk-taking.“ Amy Edmondson

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## 1. MAKE

Psychological safety an explicit priority.

## 2. FACILITATE

Everyone speaking up.



## 3. ESTABLISH

Norms how failure is handled.



## 4. CREATE

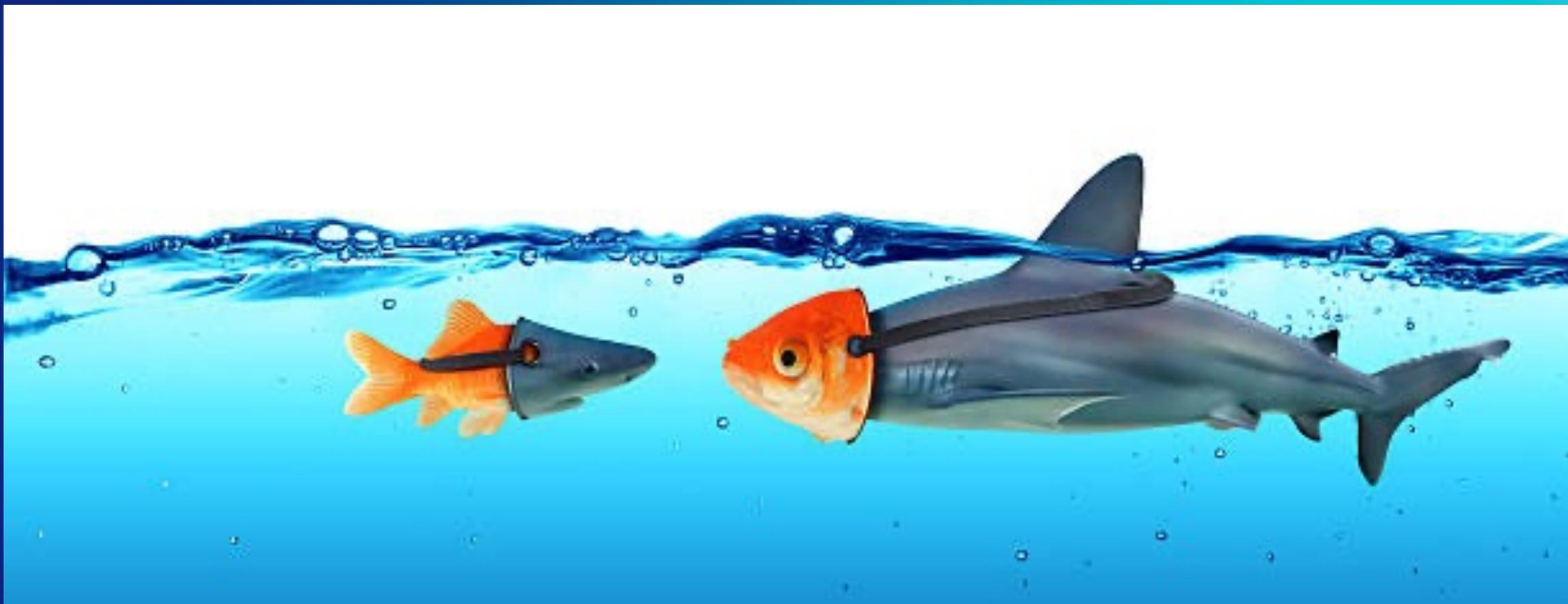
paces for new ideas.



## 5. EMBRACE

productive conflict while keeping the relationship level.

## Success through memes



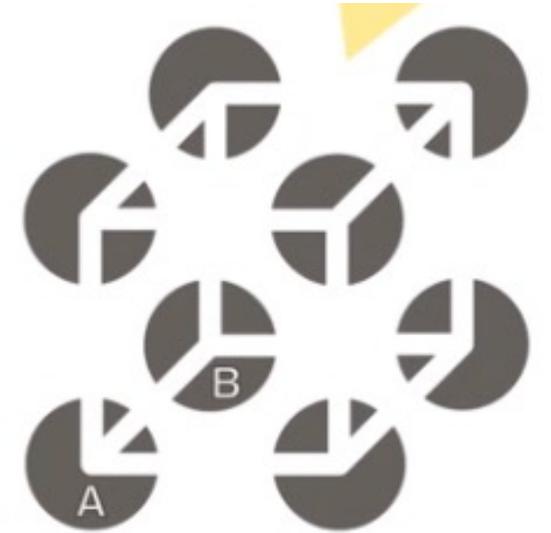
# Collective Constructivism

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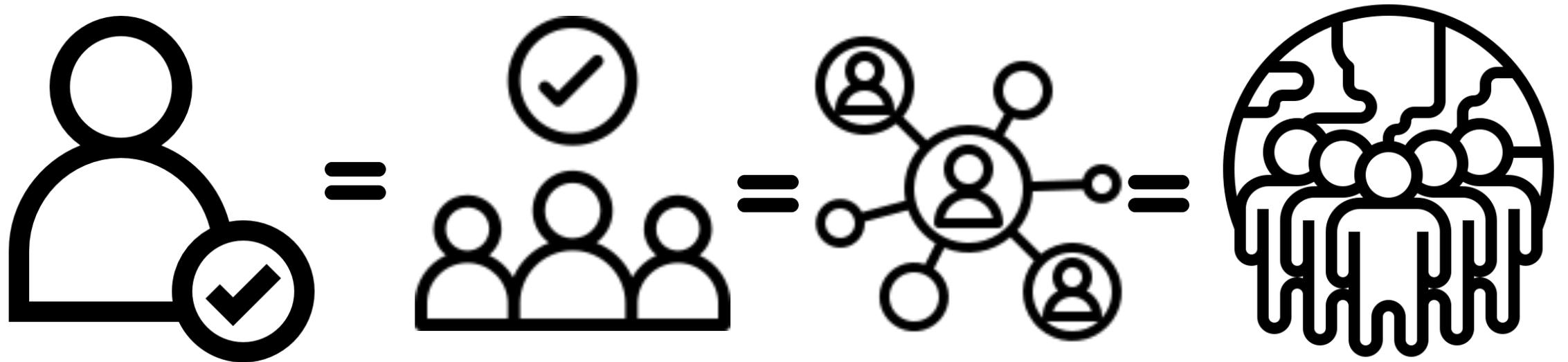
Mutual confirmation of reality

Reality is personally constructed - an interpretation of one's own brain with all underlying elements.

What does this mean for teams and crews?



## Habitualization in the sense of belonging





**Crew**

# Let's (ex-)change.

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