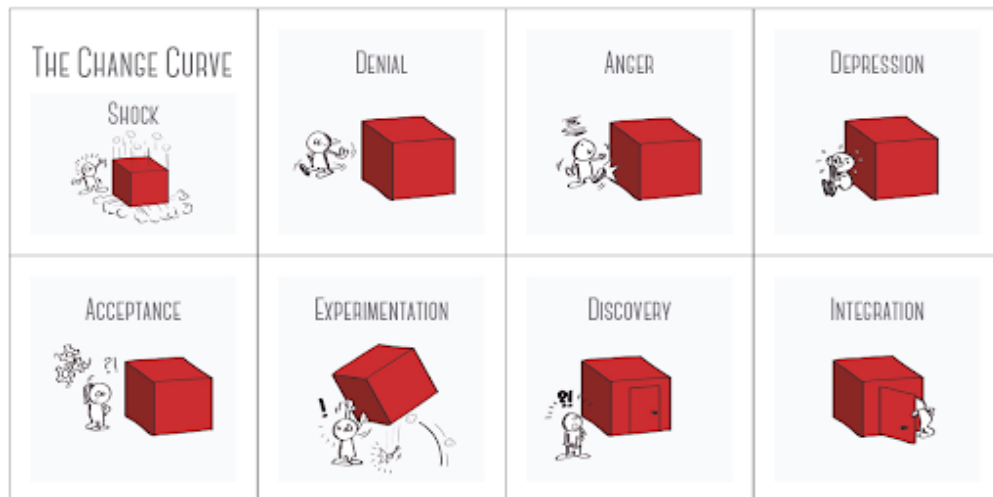


# Change management principles



Change is rarely perceived as a gift, and when it occurs, it shakes our habits. It's hardly "love at first sight", everyone needs time to digest, accept and embrace change by experimentation.

We are all different, as our pace of adaptation.

That's why a comprehensive and inclusive change plan can make a difference

**I let go my habits**



**My transition**

**Accompanying plan**



**I take ownership of my future**

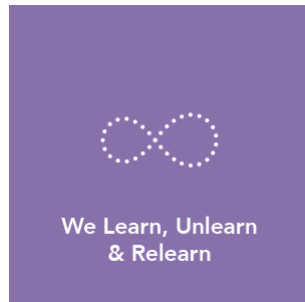
**Behaviors**



**Bricks**



**Bytes**



SWoW/Flexdesk transformations projects invite us to unlearn and relearn.

Letting our habits, adopting new behaviors or reinventing ourselves, developing new behaviors.

Those required behaviors are aligned with our purpose and should ring a bell, should we be Solvay Employees or Leaders.