

2. Respect for People

Respect for People - "Change with people—not to people"

Flash concepts

The best insights?	Feeling SAFE	The power of people in Change
Engage the people closest to the work—they often have the best insights.	Focus on creating psychological safety and open communication .	Change happens best through conversation, not top-down mandates.

Practices you can start to apply tomorrow

Step	Action items
Engage team members at all levels in change initiatives.	At the start of any change, write down the expected customer or business outcome. This acts as a north star.
Encourage open feedback	Make it easy for anyone to raise concerns or suggestions (perhaps via anonymous surveys or regular team check-ins).
Recognize and celebrate contributions and improvements	

Tools and Templates

What	Why and where
Lean Coffee	Unstructured but focused conversation format. See Template Library .
Team Health Radar	Monthly check-ins on collaboration, flow, and morale. See Template Library
Ted Talk	<i>(add link)</i>
Blog	Checkout our trainings Community & Help

Page owned by	LEMOS, Barbara
Date of content validation	26 May 2025