

LEADING AT THE SPEED OF CHANGE

Building Cultures That Adapt, Evolve & Thrive

EXECUTIVE ACTION GUIDE

Constant change has become the operating environment. Organizations that thrive intentionally create cultures that enable people to adapt, contribute, and lead through uncertainty

THE 5 CONDITIONS OF ADAPTIVE CULTURES

1	Psychological Safety Do people feel safe enough to speak honestly, challenge assumptions and contribute without fear?
2	Continuous Feedback & Communication Do people feel safe enough to speak honestly, challenge assumptions and contribute without fear?
3	Decentralized Decision-Making Are decisions being made close to the work, increasing accountability and engagement?
4	Adaptive Leadership Are leaders building the trust, clarity, and conditions needed to navigate complexity effectively?
5	Experimental Learning Is learning valued more than perfection and are we encouraged to try, reflect and improve?

SIGNS YOUR CULTURE MAY BE STUCK

- People stay silent during important conversations
- Decisions move slowly through multiple layers of approval
- Feedback is avoided or delayed
- Leaders become bottlenecks
- Teams wait for permission rather than acting
- Change fatigue is increasing

QUESTIONS FOR LEADERS

1. Where does adaptability get stuck in our organization?
2. Which of the conditions is strongest today?
3. Which condition requires the greatest attention?
4. What leadership behaviour would create the biggest positive shift?
5. What system or process may be unintentionally reinforcing resistance?

“Change moves at the speed of trust.”

Leaders build trust through psychological safety, communication, shared ownership and continuous learning. When these conditions come together, people adapt, teams innovate, and organizations thrive.

Leading At The Speed Of Change™

Executive Coaching Program

- ✓ Leading Through Change & Uncertainty
- ✓ Building Trust & Psychological Safety
- ✓ Increase Engagement During Change
- ✓ Strengthen Team Performance and Accountability
- ✓ Adaptive Leadership Development

Learn more at: www.latoyaming.com

ABOUT MING ADVISORY GROUP

We help organizations:

- Building adaptive cultures
- Develop Inclusive Leaders
- Align talent and business strategy
- Strengthen organizational effectiveness
- Navigate change and transformation

Latoya Ming, MBA, ACC
Founder & Director

www.latoyaming.com
latoya@latoaming.com
www.linkedin.com/in/latoyaming