## The BTS Point of View on Transformation reflects the dynamic, continuous nature of change

Outcomes have to be clear enough to start but not so planned that you never act. Outcomes change as you see results.

Change is, and isn't, individual.

Create the social networks and supports that enable wholescale mindset and behavior shift to new results.

**Embed pivotal** shifts outcomes **%** bts Sustain ways Create change of working leaders

There are mindsets and daily structures that, if changed, will have a disproportional impact achieving change. Find them and shift them.

All leaders are change leaders.

Two inextricable, simultaneous parts of the same job. Sometimes, it's the only job.





## Let's connect!

Email:

Change.ready@bts.com