

# RESILIENCE ROADMAP: Thrive Through Turbulence

Reorganization at your credit union involves understanding the need for change, planning for its implementation, and effectively managing the transition process. Your ultimate goal is to minimize resistance and maximize acceptance and adoption.

Here are 10 quick tips to navigate this road with resilience:



## Acknowledge the Change

Start by recognizing and acknowledging that change is happening.



## Define Roles and Expectations

Clearly define new roles, responsibilities, and expectations for employees post reorganization.



## Provide Clear Communication

Ensure that leadership communicates transparently about the reasons behind the reorganization, what changes will occur, and how it will impact employees.



## Encourage Flexibility and Adaptability

Encourage employees to remain open-minded and willing to embrace new ways of working.

## Offer Support Resources

Offer training and support to help employees adapt to their new roles effectively.



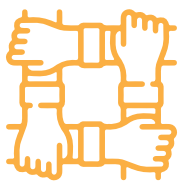
## Focus on Personal Development

Encourage employees to focus on their personal development and growth during the reorganization.



## Celebrate Successes and Milestones

Recognize and celebrate the achievements and milestones reached throughout the reorganization process.



## Promote Collaboration and Team Building

Foster a sense of unity and support employees working together to navigate through the challenges of the reorganization.



## Monitor and Adjust as Needed

Continuously monitor the progress of the reorganization and be prepared to adjust as needed. Solicit feedback from employees and be responsive to their concerns and suggestions.



## Promote Work-Life Balance

Take time to refuel and recharge. Remember, the journey is long—pace yourself for the win.