



## Inspired by Nature

Royal Botanic Gardens, Kew

25 May 2010

# Creating Conditions Conducive to Change

Transformative change is scary. It invites us to enter the unknown, raises insecurities about our abilities to thrive in new roles, and tests our individual and collective ability to work with uncertainty. Below are suggestions for creating conditions conducive to change.

**Engagement:** For the level of change required, we need everyone fully engaged, working together and contributing fully and with energy.

**Trust:** In times which require performance under pressure, only teams in which there is deep trust in each other will thrive. When times get tough, knowing that your team is truly 'on your side' will get you through.

**Making Each Other Look Good:** Just as nature thrives with diversity, so too is diversity in viewpoints and experience needed in times of change. Operating from a 'make each other look good' mindset ensures everyone contributes at their optimum.

**Collaboration:** Collaboration allows a combination of talents and energies to move forward and create realities that none of us individually could have conceived of.

**Listening:** How can you respond to a dynamic and complex environment if you don't listen to everyone on your team? Deep listening to the diverse inputs in your environment is key to successfully adapting to change.

**Responding and Adapting As Changes Unfold:** Planning don't always unfold as expected. Being able to adapt in real time and respond to change as it unfolds instead of being rigidly stuck to 'your plan' is crucial

The BCI-Kew partnership works with you not only to envisage a better performing future, but we help you to create conditions conducive for change.

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## BCI: Biomimicry for Creative Innovation

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