

Preparing for Change

Operational Skills Development for the transition from
AIS to AIM for CAA's and ANSP's

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Are We Ready?

- Prepare your brain for change:
 - Improve your habits
 - Change perspective
 - Take brain breaks
 - Positive thoughts

change starts
with **me**.

*Have a clear vision and a sound
plan,
Understand the climate / culture,
Invite / inspire team learning*

Prepare Your Self



- Know your challenges
- Own your change
- Address doubts
- Support each other
- Don't put up obstacles
- Be resourceful

Types of Change Initiatives

- Strategic
 - Changes the core mission and purpose
 - organizational

- Structural
 - Performance improvements

- Process
 - efficiency

- Cultural
 - Values, norms, relationships

Characteristics of Change

- Innovative
- Focused
- Savvy
- Collaborative
- Flexible



Communicate, communicate, communicate...

- Be and stay informed and involved
- Identify and communicate your feelings and opinions constructively
- Acknowledge change is difficult; but rise to the challenge
- Focus on the wins, but don't ignore the setbacks
- Learn and adapt



Be The Change You Want To See

IF IT IS TO BE..

IT IS UP TO

ME...

William H Johnsen

Thank you

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