always in˚ ux is essential for the success and longevity of your organization. Which means you and your employees must embrace change. In fact, leading change would be the optimal approach. In reality, change is usuall

Focus on skill building2.

something better is on the other side - is what we need to replicate in our businesses.

I recently spoke with a small business owner who challenged her employees in 2022 to pursue a passion project related to the business. She gave them time to work on their passion

Promote and support experimentation

3. Designate change leaders or champions

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Skill building and continuous learning are a form of change. Remember when you or your teenager were preparing to get a driver's license? That change requires a lot of education, a lot of practice, and a lot of new responsibility. And yet teenagers everywhere embrace this change in their lives. This kind of excitement and dedication to learning new skills s- because

initiatives that are outside of the traditional way of doing things. Without questions we can't see possibilities and without experimentation we can't evolve and grow.

You have undoubtedly heard about Google's 20% rule in which everyone is given 20% of their work week to experiment with ideas that might benefit the organization. This is a policy that promotes experimentation. In reality, most organizations thwart experimentation because it takes time away from pressing day-to-day responsibilities.

Slack, the $26 billion company, was originally started as an internal communication tool within a company that was creating an online game. When the game failed to find success, the founders wondered what they could do with the communication tool they created for themselves. This is a mindset that exemplifies that loss is not failure, it's just a step in the process.

Unfortunately, most organizations punish individual initiative or creativity when it doesn't pan out as originally planned. We celebrate entrepreneurs who bring to market things like Carvana and Robinhood, but we don't often hear the back story of the failures they experienced before they found success.

Experimentation creates expansive thinkers; when they hit a roadblock, instead of going back to the old way or giving up, expansive thinkers think, Well what's possible now? What

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Ab e A

Dr. Nanette Miner is a leadership development and workplace-learning strategy consultant. Through her rm, The Training Doctor, she has revolutionized the way that individuals are prepared for leadership roles in their organizations. Rather than a chosen few, her process is aimed at ensuring everyone in the company has the skills and business acumen of a leader. This approach ensures both immediate and long-term return-on-investment (ROI) for an organization.

She has written articles for Chief Learning Of ce magazine, Forbes, and Ò ă ɹ r † Mɥ ʌ ʔ