

## Compliance Today – March 2018 Preparing staff for change in leadership

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Change occurs constantly in organizations and we, as managers, should continually strive to prepare our staff to embrace change from all angles. One of the biggest stressors for staff is leadership change! Charismatic leaders who bring a wealth of industry experience and personal ideas to the job may build departments that reflect their personal style and their interpretation of the job to be done. However, when they leave, a void may be left, and it is up to the new leader to either maintain the status quo or change the structure, and possibly the focus, of the department.

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