

## **Transformational Change A Continuous Challenge For 21st Century Leaders**

In today's world of relentless change and continuous strategic shifts, the old axiom "change is the only constant" is strongly resonating with 21st century executives. That's why SIM's Executive RLF program is helping senior leaders from across the nation learn how to strategically lead organizations through transformational change.

"It is important at the executive level to possess the skills to dig deeper and reach higher when confronted with transformational change," says Darwin John, one of the three 2016 Executive RLF facilitators. "That's why we continually engage our program participants in strategic dialogues with more than a dozen current and former C-level experts who are readily sharing their experiences, principles, best practices, and lessons learned related to the disruptions that accompany massive change."

One recent visiting leader was the CIO of a leading U.S. financial services firm. He stated that today's executives should face a transformation by utilizing a two-pronged approach. First, leaders should determine, communicate and deliver a blueprint for navigating the change. Second, they must rally everyone around the vision and lead the organization through the process.

In addition to this immediate approach to tackling a major challenge, the CIO added that executives can address the likelihood of other future changes by building an optimum organizational structure filled with people who are intellectually curious and excited by change. "Creating an adaptive culture is an absolute must for 21st century leaders and organizations," the CIO said.

The [Executive RLF](#) is a six-month program to build senior leaders' executive capacity. Registration for the 2017 Executive RLF will begin later this year.