

**Trust at the Speed of  
Change:**

# **Mobilizing Teams Through Transformation.**

**Julie Currie - Chief People Officer**



**The pace of change is  
relentless and  
accelerating...**

**Transformation is no  
longer occasional - it's  
constant.**



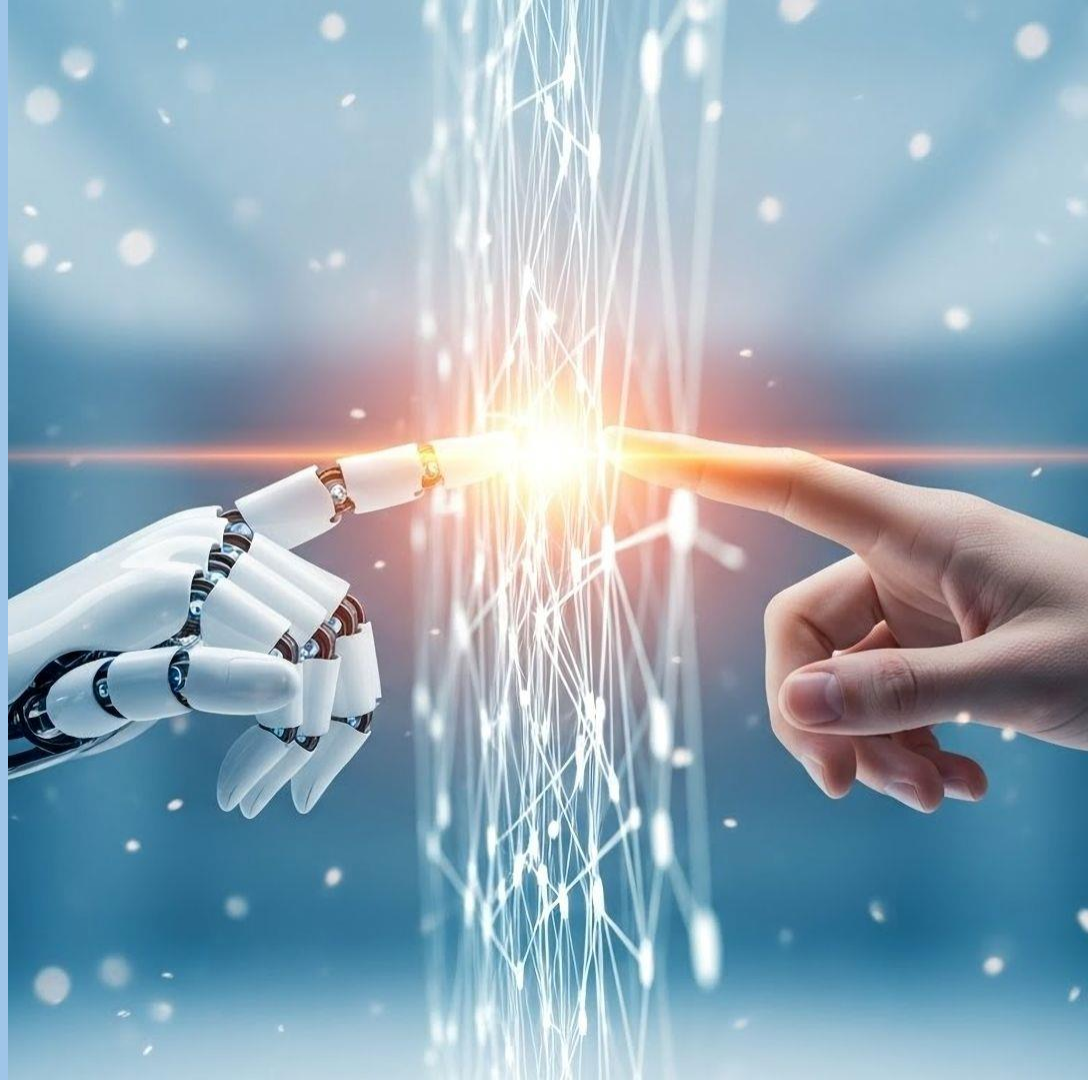


# **The “Merger of Equal.”**

***How We Built Trust Fast  
— and Made It Last.***



*Transformation is  
never JUST  
structural or  
strategic - **it's  
human.***

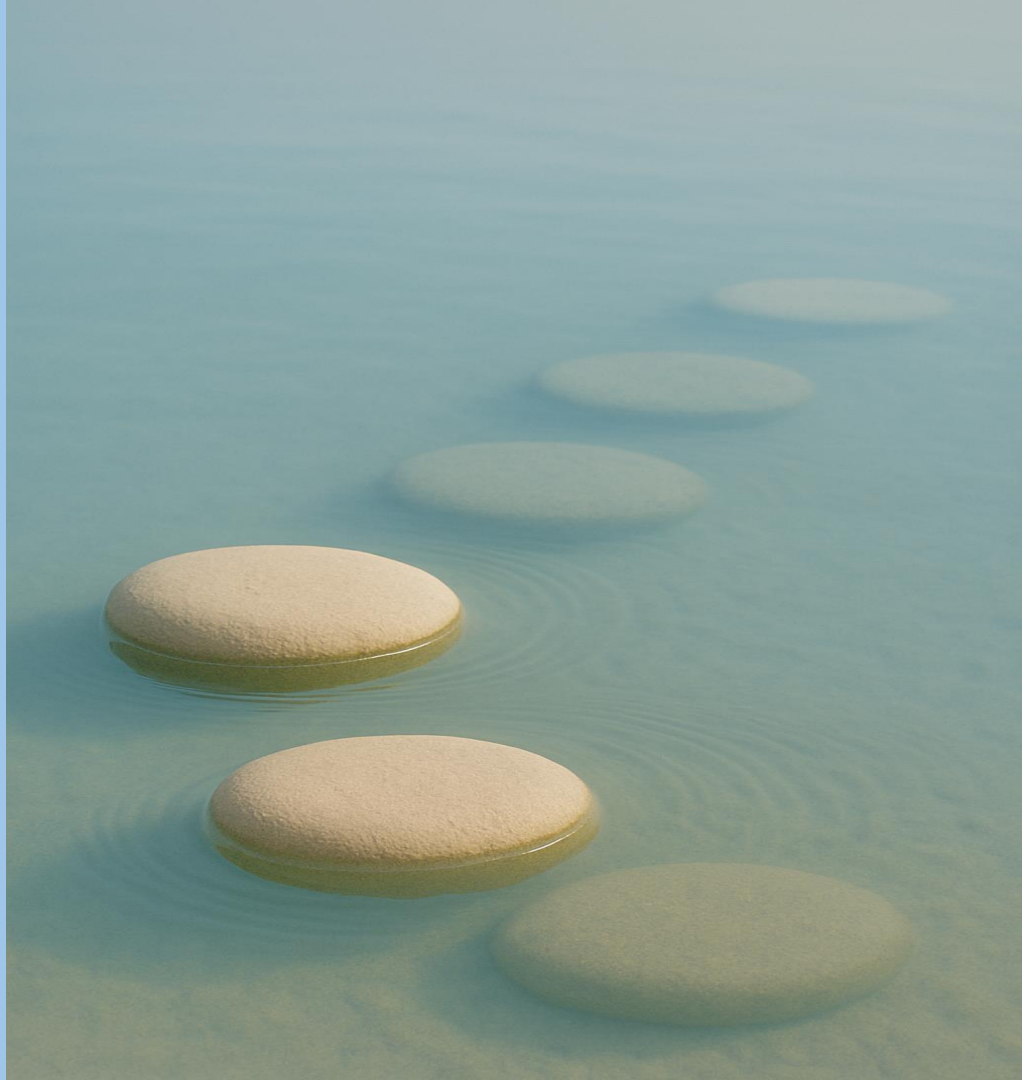


# ***Clarity over Certainty.***

*In uncertainty, we lead with  
direction, not perfection.*



***Communicate what  
you know when you  
know it.***





## Navigating Conflict & Mobilizing People:

In times of tension, *lean in*...That's where trust can grow.



***Fear is Not the Enemy - Silence Is.***



# ***Trust is built through behaviour.***



**Make — and keep —  
small promises**



**Communicate clearly  
— even if it's “We  
don't know yet”**



**Acknowledge  
progress and blockers**



**Be visible. Be  
consistent. Be real.**



**Admit mistakes.  
Repair early.**

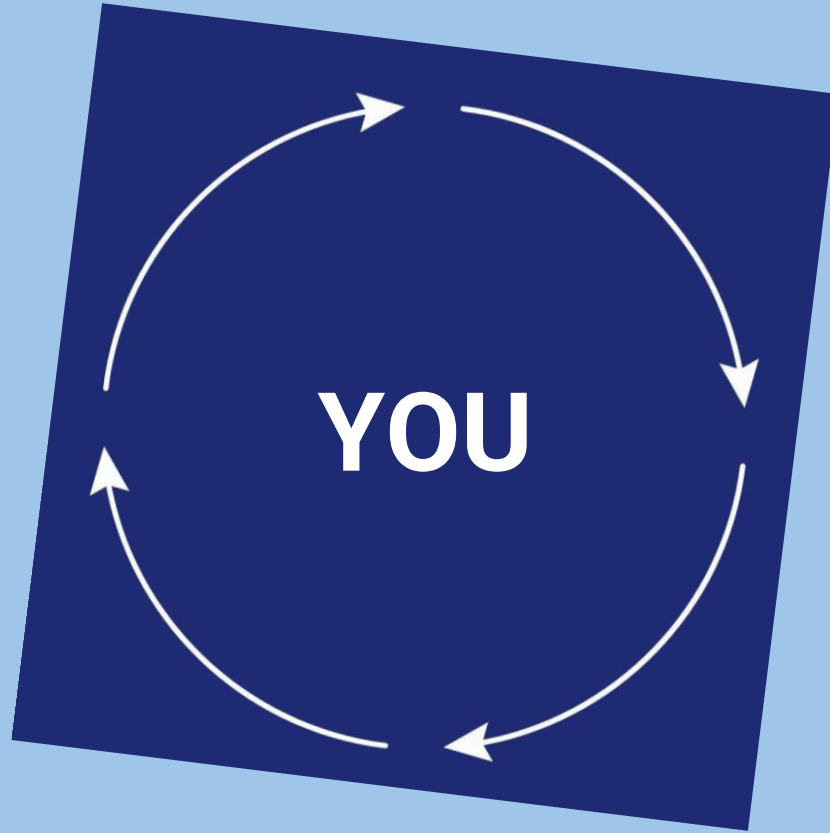
**Trust**

**Builds  
Momentum**

**Reduces  
Fear**

**YOU**

**Enables Action**



# The 3 Part Trust Rhythm:

- *Build trust through behavior (consistency)*
- *Test trust through feedback (pulse checks, anonymous input)*
- *Repair trust through action (closing loops, owning mistakes)*

**In times of change,  
people don't follow  
strategy...**

**They follow leaders  
they trust.**





***Transformation  
moves at the  
speed of trust.***

