

AI UNCHAINED

Accounting Intelligence. No boundaries. No limits.

2024



CHECK IN: 1010TCI

AI UNCHAINED

Accounting Intelligence. No boundaries. No limits.

TIME FOR A CHANGE: NAVIGATING CHANGE TO MEET YOUR GOALS

THURSDAY, OCTOBER 10

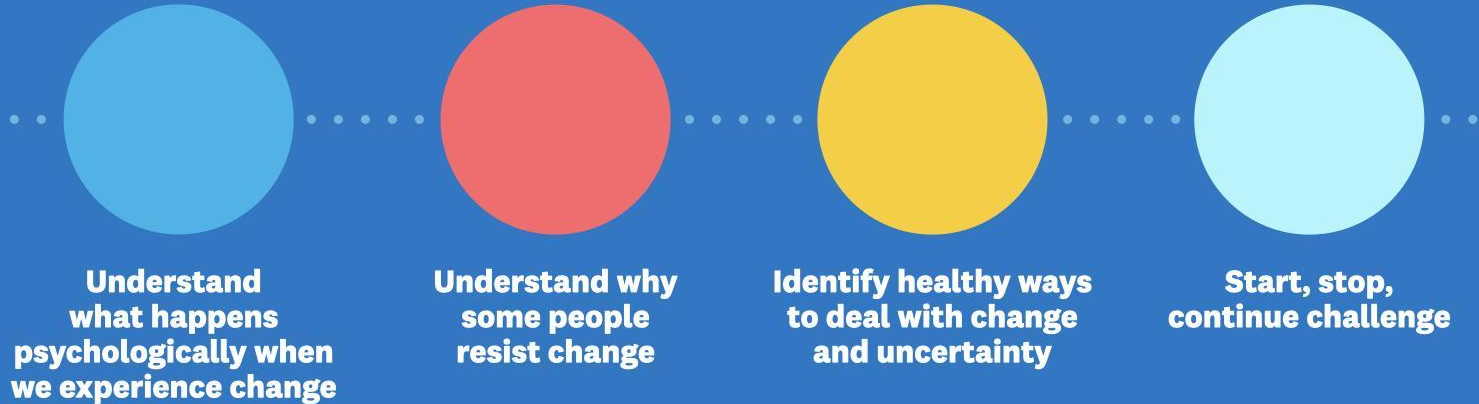
PRESENTER:



DAVID EMMERMAN

HEAD OF ENTERPRISE,
XERO

What to expect from this session



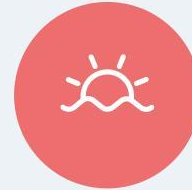
Three guarantees



**Change is here
to stay**



**It won't be trouble-free
(but you can reduce
the impact)**



**You are accountable
for leading yourself
through change
successfully**



Three predictables



**Different people
react differently
to change**



Three predictables



**It is not the strongest of the species
that survives, nor the most intelligent
that survives. It is the one that is
most adaptable to change**

Darwin

Three predictables



**Different people
react differently
to change**



**Everyone has
fundamental needs
that have to be met**



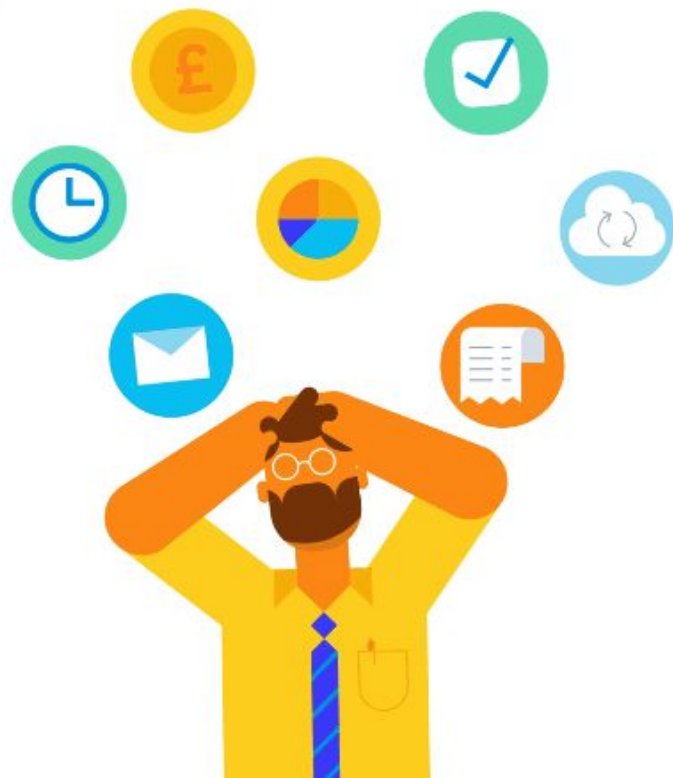
Three predictables



We all need some control: **Change**

Not in our control

- ⊗ Timing
- ⊗ Direction
- ⊗ People
- ⊗ ?



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Not in our control

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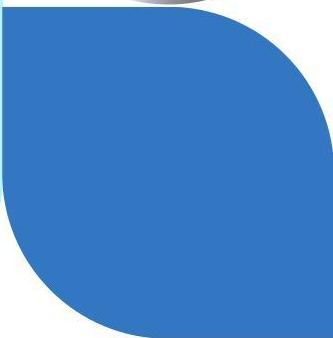
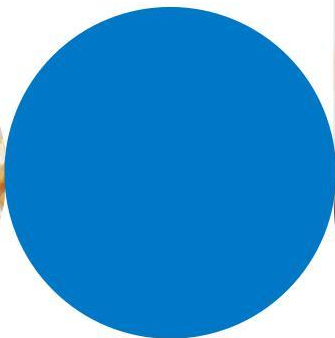


Gaining some control

Source: Canfield, J. (2005). *The Success Principles - How to get from where you are to where you want to be*. London, United Kingdom: Thorsons



**Change is
a process,
not an event**



Learn more at: [→ DrLaura.com](https://DrLaura.com)

Who is responsible for change management



Practitioners



Sponsors



**People
Managers**



**Project
Managers**



People



Three predictables



**Different people
react differently
to change**



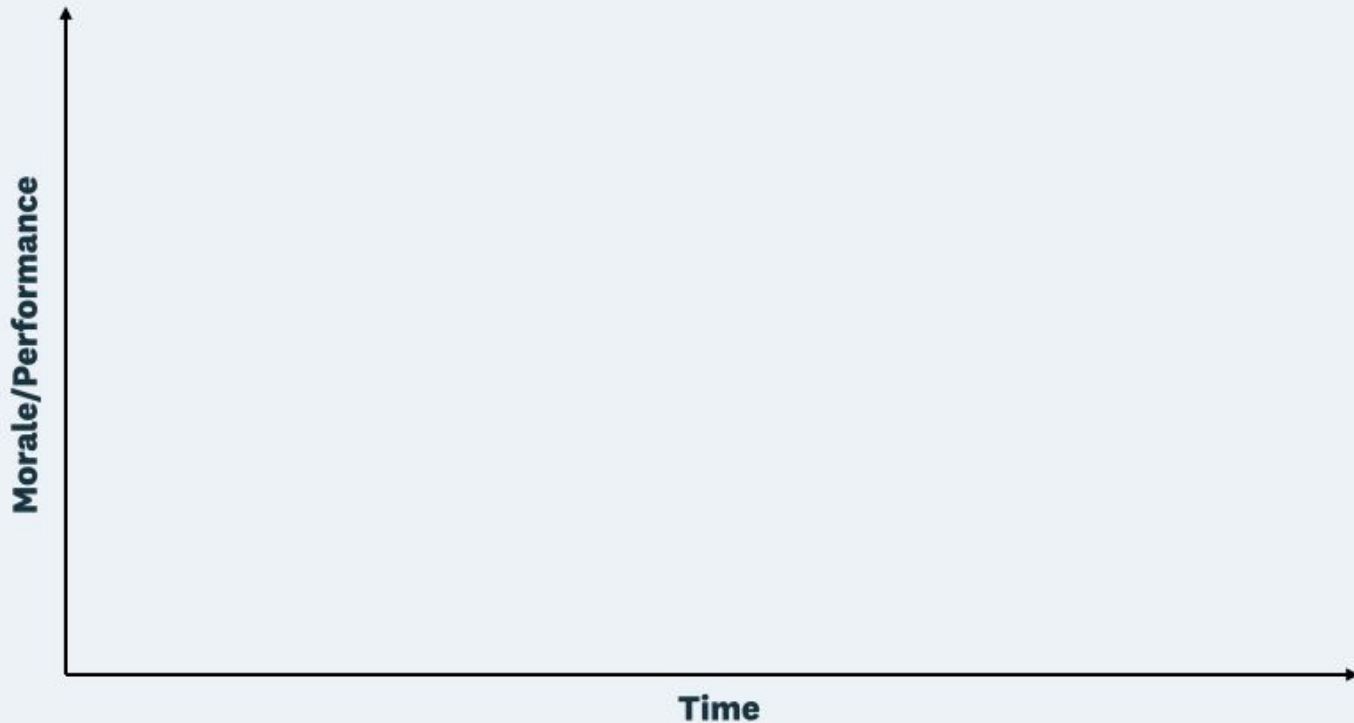
**Everyone has
fundamental needs
that have to be met**



**Change involves people
going through the
change curve**



The change curve



SCARF model



Status
Your sense of
importance



Certainty
Your ability
to predict the
future



Autonomy
Your perception
of control,
freedom & choice



Relatedness
Your sense of
belonging or
connection



Fairness
Your perception
of transparency
and justice



**Attitude
reflects
leadership**





**You can't stop the waves,
but you can learn to surf.**

Dr. Jon Kabat-Zinn



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THANKS!

Do you have any questions?

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Beautiful business