

7 early signs
Change
Management
Initiative
is failing



Change does not collapse. It unravels.

Transformations begin with energy and commitment.
But one day, dashboards go red.
It was not due to one big mistake.
It was a slow build-up of small missteps
that derailed the execution.





Lack of buy-in

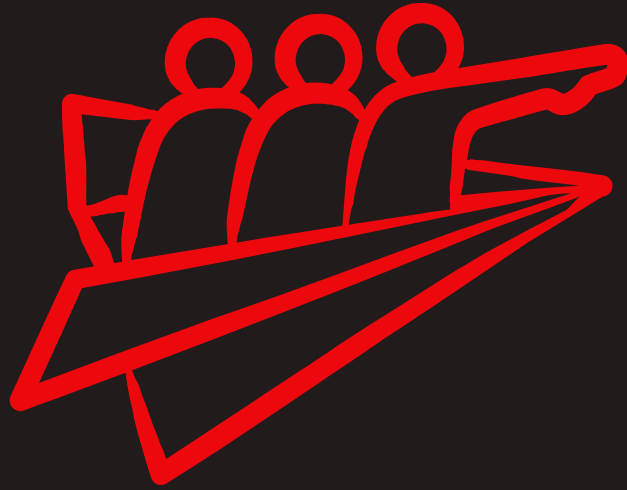
People join in when they feel being a part of the journey.

If the “why” gets outsourced, they’ll resist.

Not because they fear change.

But because they refuse to be reduced by it.

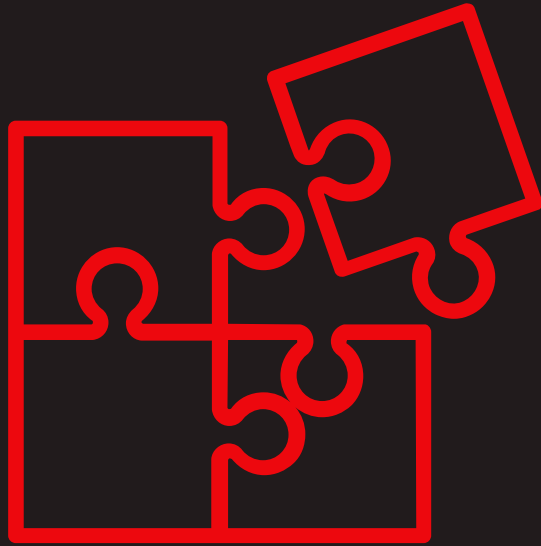




Leadership issues

When executives are not aligned, people notice.
They hear different messages. They see different priorities.
They stop trusting what's being said.
If leadership is not unified, nothing else will hold.





Culture trap

Every organization has habits – spoken or not.
How people interact. How things get done.
Ignore them and the old culture
will eat your change strategy for breakfast.





1-way communication

Progress updates are not communication.
People want to understand. Ask questions. Be heard.
Unrecognized resentment does not go away.
It goes quiet. Then it shows up in other ways.





Unsustainable pace

Change is tiring. Especially on top of everyday work.

If people are constantly adapting, they burn out.

They run out of energy to care.

Sometimes what's needed is not more speed, but a pause.

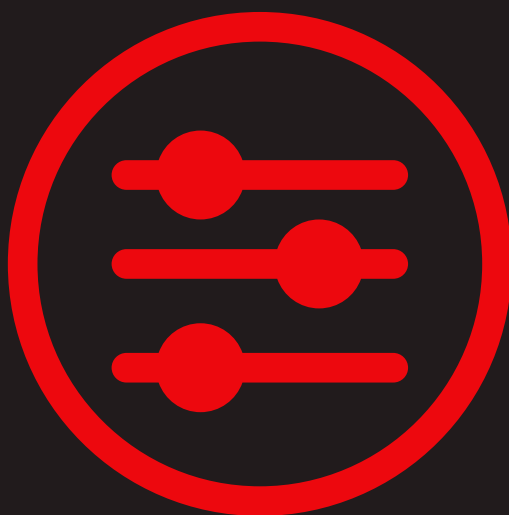




No quick wins

People need to see progress.
Small things can show that change is working.
Celebrating is not a distraction.
It's reinforcement of motivation.





Failure to adjust

Life happens despite strategic plans.
Ignoring the signals to pivot leads to missed goals.
If you are not listening to feedback, you're steering blind.
And heading for failure.



One final thought

Most change initiatives do not fail because of bad strategy.
Or poor planning.
But because the human side wasn't in the consulting deck.
It simply showed up in people's behavior. Every time.





Follow **Olga Wendling**

for more insights on
strategy execution,
business transformation,
executive decision-making,
and leadership development.

