

# EMBRACE #7 - Employees rush to the scene, managers don't

**Our book "How Transformation Executives Sleep So Well" describes seven transformation patterns to avoid and seven patterns to embrace. Here is an excerpt.**

‘The real-time nature means that communication about the transformation needs to be lightning-fast. You have to keep a close eye on things and be super quick to respond. You told me Danielle had to wait until all respondents were in before they could produce the overall employee survey report. By that time, everyone had forgotten they had answered a questionnaire in the first place. Now you can track how the transformation spreads through the organization in real-time.’

‘Henry?’ proposed the young manager.

‘Henry will not have his fixed one day per week for talking. He will be fully booked for some weeks in a row, after which a calmer period will arrive. And Henry knows with whom to converse: the clickstreams select the candidates.’

‘Who are the candidates?’ he wanted to know.

‘Usually the best scoring 5% of respondents. That’s where you get your best practices. And the worst scoring 20%, of course. They need those best practices as well as the support.’ she explained.

ORIGINAL URL

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## ABOUT PRAIORITIZE

PRAIORITIZE is the world's first SaaS platform for Virtual Consultancy. We use artificial intelligence to help organizations digitally transform in a smart, efficient and science-based way. PRAIORITIZE is owned and operated by Transparency Lab, a Dutch employee-owned company. We started in 2008, understood patterns around 2016 and started with generative A.I. in 2020.



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