

# Performing through the learning dip

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Performance  
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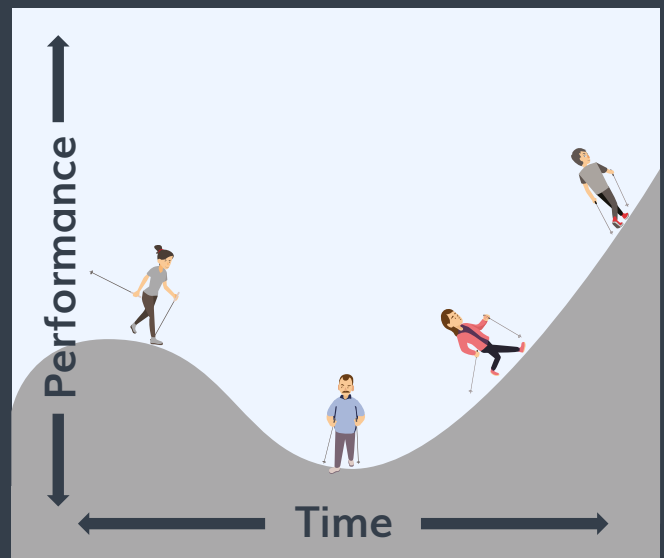


← Time →


# Performing through the learning dip

When you're faced with **change** and having to do things in a **new way**, have you noticed that it takes longer to get things done?

The **smallest changes** in a process can be **disruptive**



- 1** Don't expect to sustain normal performance levels during change – **allow for the dip**
- 2** Support your teams to help them through
- 3** Remember that a drop in performance at this time is not a sign of failure or incompetence
- 4** Where frustration sets in, judgement may become clouded and mistakes can be made – **set realistic expectations**
- 5** Acknowledge when performance begins to climb back and **celebrate the improvement that results**



The steps outlined here are really simple, but can make an enormous difference to your change programme and the results you get!