

Talent Connect Summit

TALENT SPOTLIGHT | OCTOBER 22, 2025

What does effective change management look like in practice?

Change is constant, but how you lead it makes all the difference. In this session, we explored three perspectives to lead transformation by building agility into communication, culture, and leadership - helping teams move faster with confidence and clarity.



Host

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In times of constant disruption, effective change isn't about managing resistance. It's about creating alignment, clarity, and confidence at every level. When strategy, culture and leadership align, transformation shifts from a one-off project to a continuous way of working.

Key Takeaways:

- The best leaders don't drive change. They create the conditions for it to happen.
- Clarity drives confidence. Define the "why" and connect every change to clear business outcomes.
- Culture powers transformation. Sustainable change happens when values and behaviors are lived, not laminated.
- Leadership visibility matters. People follow what they see, not what they're told. Empower your leadership teams and hold them accountable.

Practical Tips & Actions:

- Anchor every change message in a simple, repeatable story that links purpose and progress.
- Measure both performance and behavior — what gets measured moves.
- Build a small coalition of credible "change champions" who model agility and influence others