



BE VERDANT

# SUPPLEMENTAL GUIDE

## Episode 12: Consolidation

### 5 Questions for Consideration

1. Shannon shares a story of a company the consolidated operations. Why do you think this change was difficult for the organization?
2. What role do you think leadership played in driving change?
3. What role do you think “employee mindset” has in driving change?
4. Shannon talked about the “beginning, middle and end” to change? Which part do you think is the most critical and where do you think organizations struggle?
5. Shannon and Alessandria discussed learning from mistakes. What is one mistake you have learned from and why?