

when to

let go

the art and heart of
sunsetting programs
and organizations



introductions

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Learning objectives



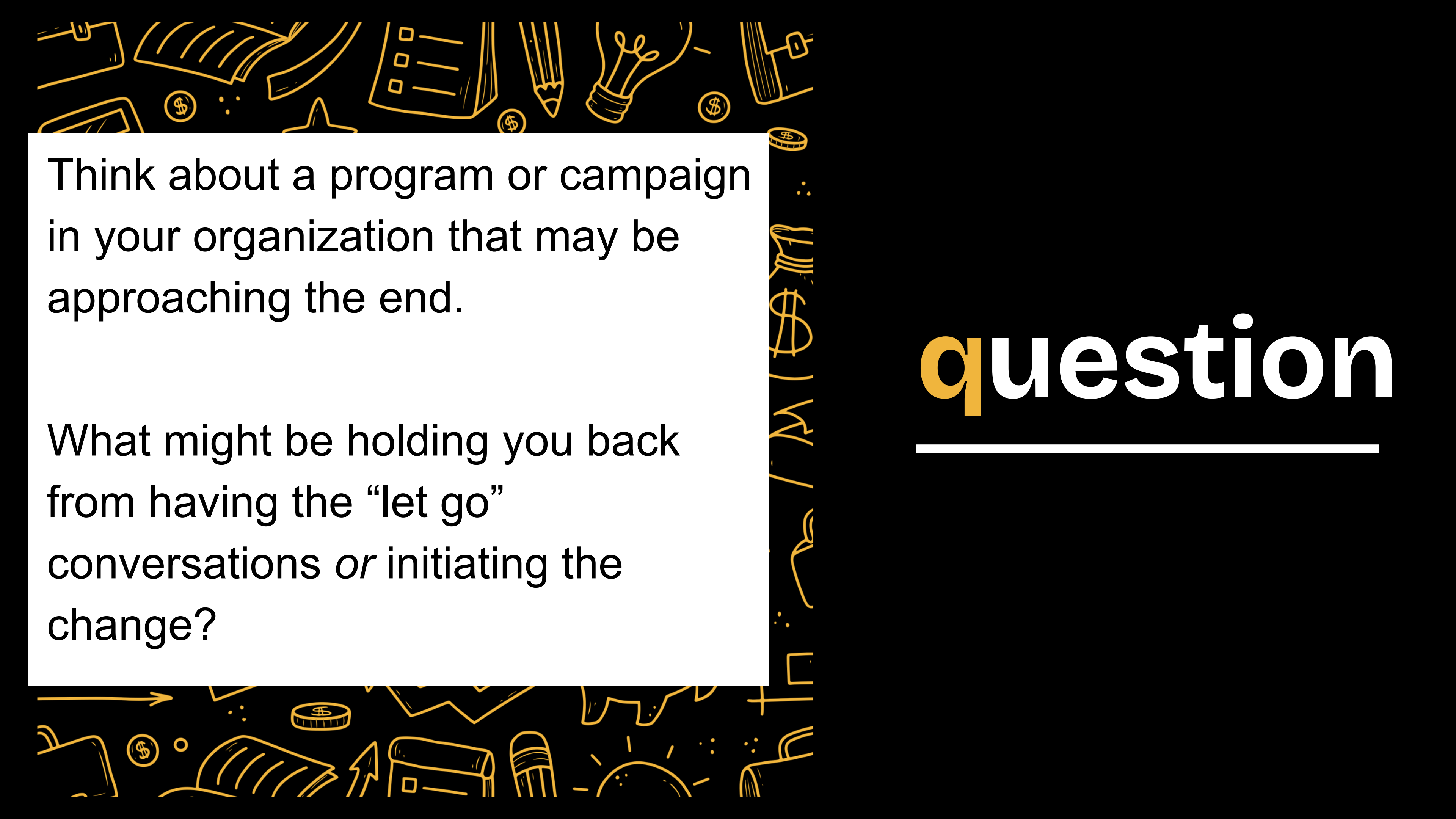
Apply evaluation criteria to decide when to sunset, restructure, or scale programs



Design change communications that address emotional attachment & culture



Compare restructuring options (pivot, merger, AMC, downsizing, dissolution)



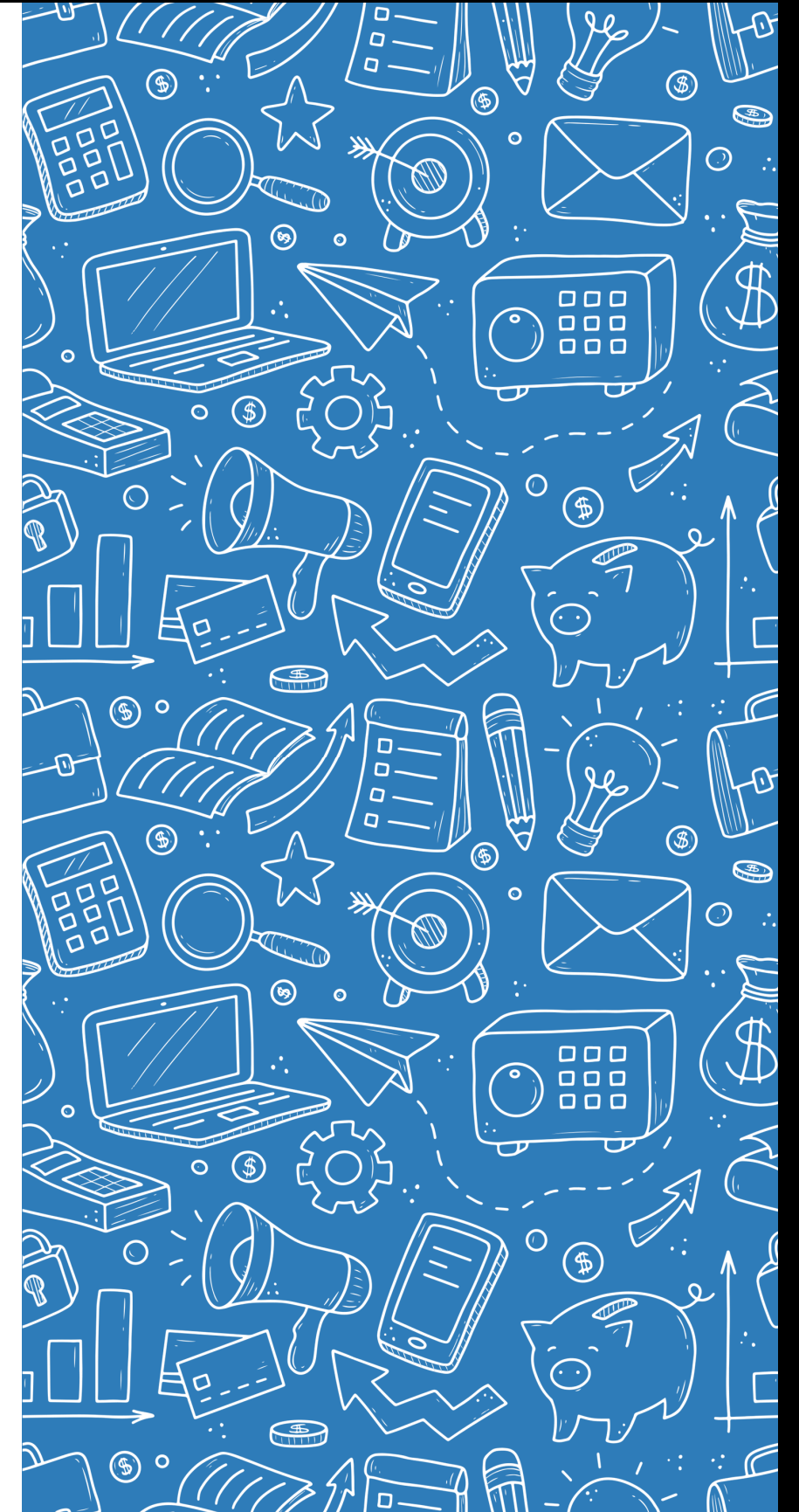
Think about a program or campaign in your organization that may be approaching the end.

What might be holding you back from having the “let go” conversations *or* initiating the change?

question

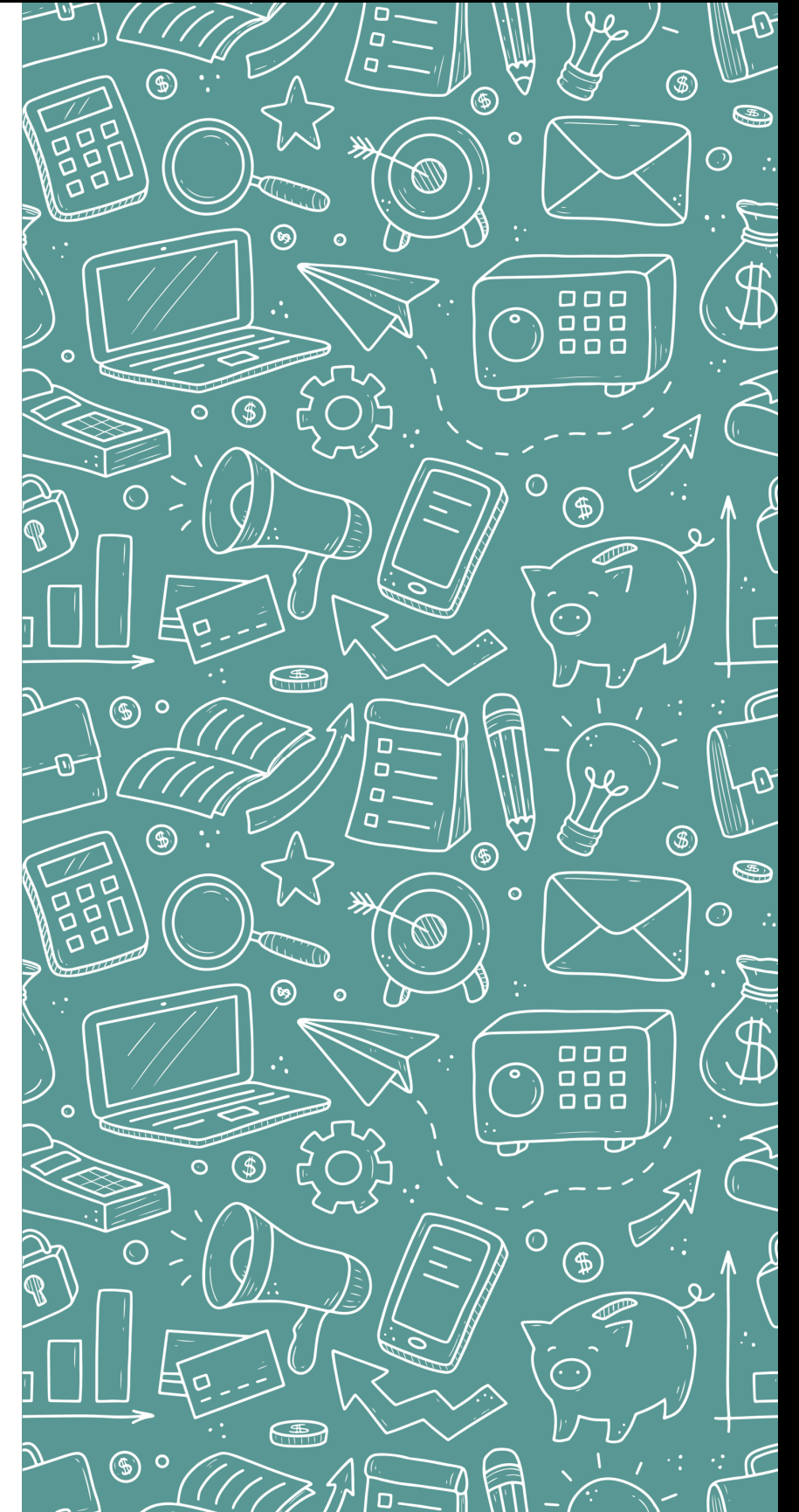
Letting Go 2

Shannan Young



Letting Go 3

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Leadership

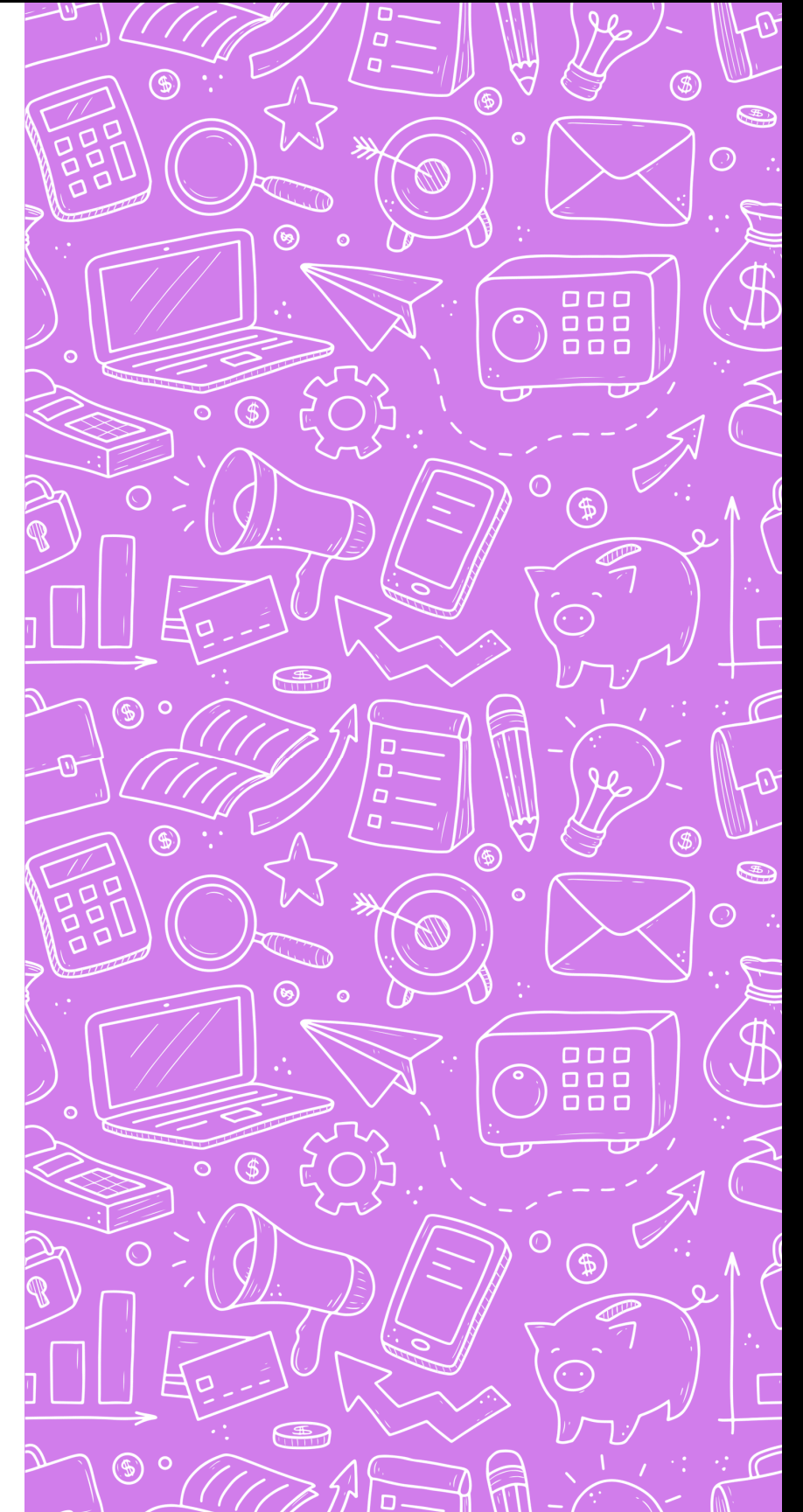
reflection

“Think of a recent failure. What leadership behavior would have transformed it from a setback into an accelerator?”



reflection

What parts of your operational workflow needs to be addressed when a program stops?

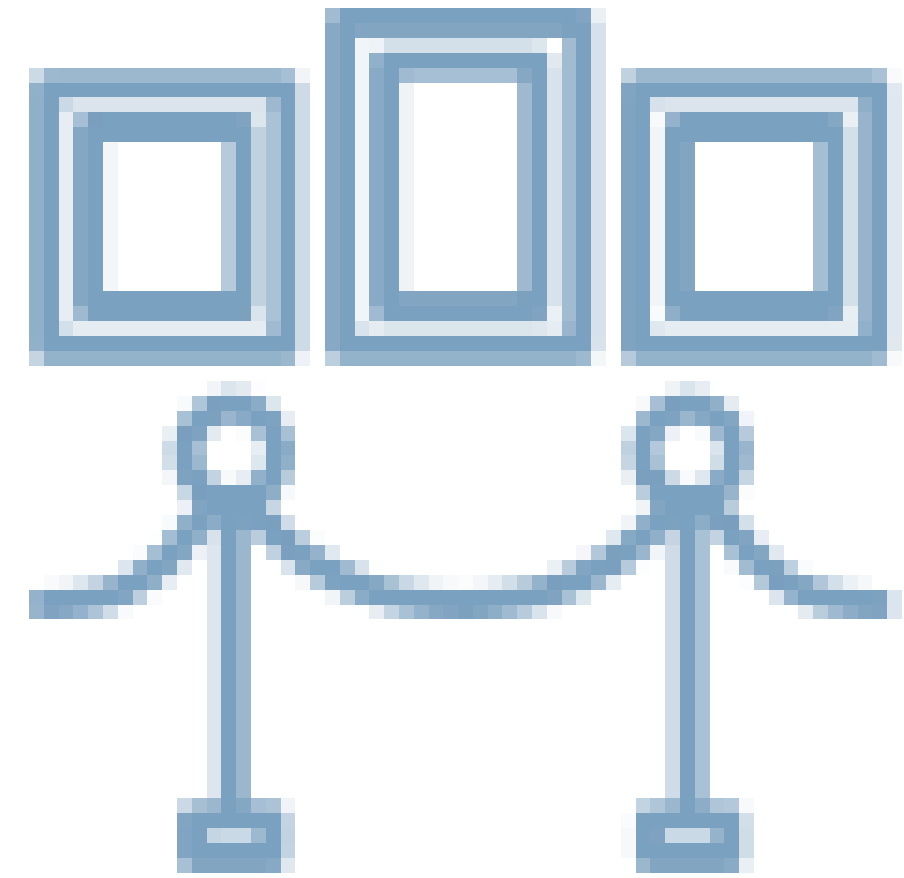




emotion

Let's talk about this lens

gallery walk





conclusion

Embarking on this journey allows you to do something. Embrace the process, stay curious, and let your creativity lead the way!

thank you!

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