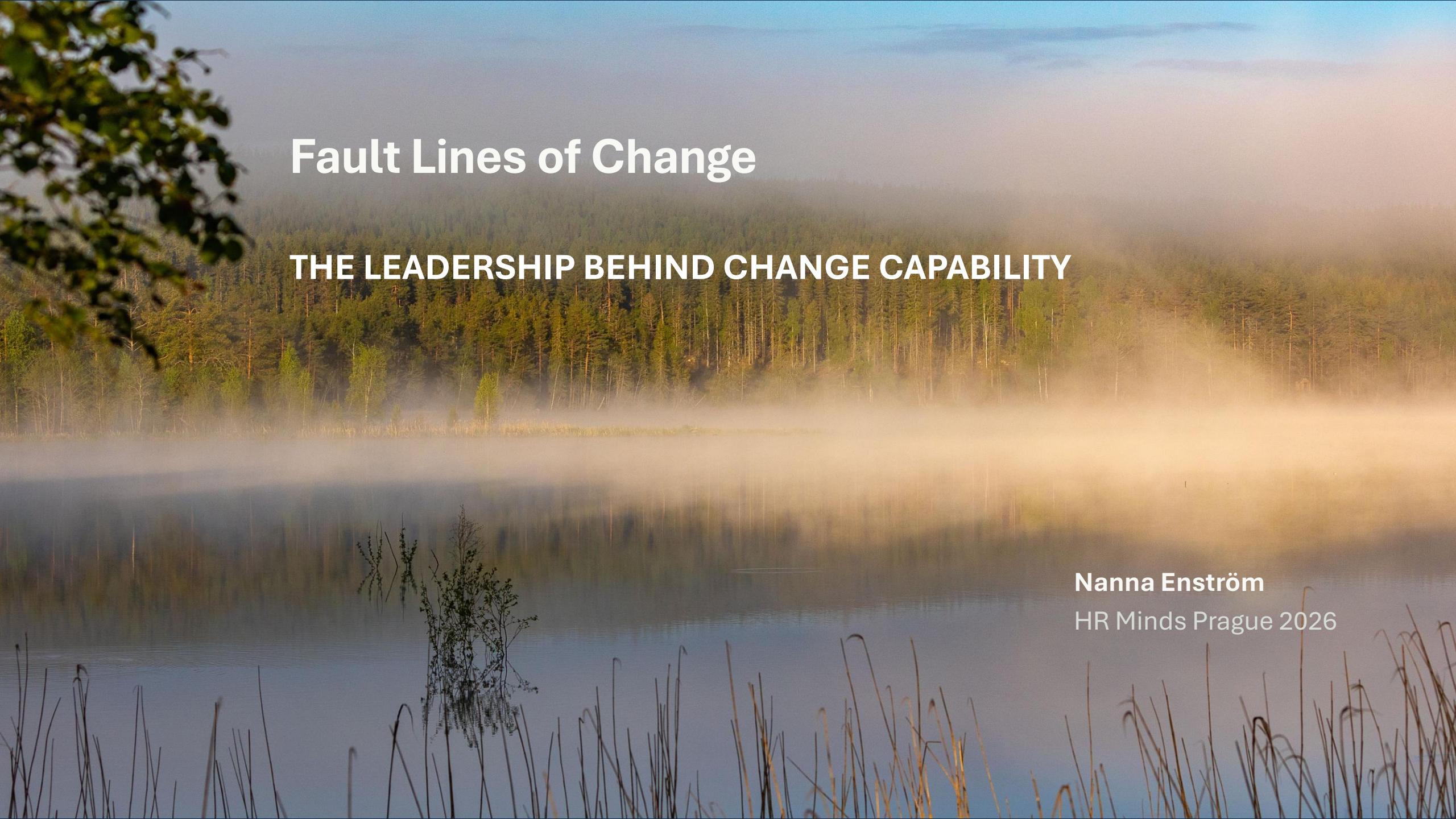




Fault Lines of Change

THE LEADERSHIP BEHIND CHANGE CAPABILITY

Nanna Enström

HR Minds Prague 2026

Change Is No Longer a Project

Change has become the permanent state of work.

START

Building the conditions for adaptation

STOP

Managing change as an event

A photograph of a dense forest with tall, slender trees and a dirt path leading through the undergrowth. The scene is lush with green foliage and sunlight filtering through the canopy.

The Monday Morning Reality

“

If the strategy does not breathe
on Monday morning,
it is already dead.

The Leadership Paradox

LOCAL TRUST

Proximity • Context • Credibility



CORPORATE DISTANCE

Scale • Consistency • Governance

Leaders Clear the Path

People do not need
inspiration.

People need
obstacles removed.



Psychological Safety

TRUTH TO POWER

vs.

THE SILENCE OF SURVIVAL

“The safest choice
becomes silence.”

What We Lose When People Stop Speaking

01 Truth

02 Ideas

03 Warnings

04 Innovation

Learning as Growth vs Survival

A small, vibrant green pine tree stands as the central focus in a field of dry, golden-brown grass and patches of light green moss. The background is a soft-focus forest, creating a sense of a natural, untamed environment. The overall mood is contemplative and serene, reflecting the themes of growth and survival.

GROWTH

Curiosity
Development
Experimentation

SURVIVAL

Compliance
Overload
Exhaustion

Building the Bridge While Running

Learning should create

CAPABILITY

not compensate for

BROKEN SYSTEMS

Returning Change to Humans

01

Lead with Presence

02

Create Safety

03

Enable Learning



Human capability is the operating system of change.



Leadership is not the
management of change.

**It is the stewardship of the humans
who make change possible.**