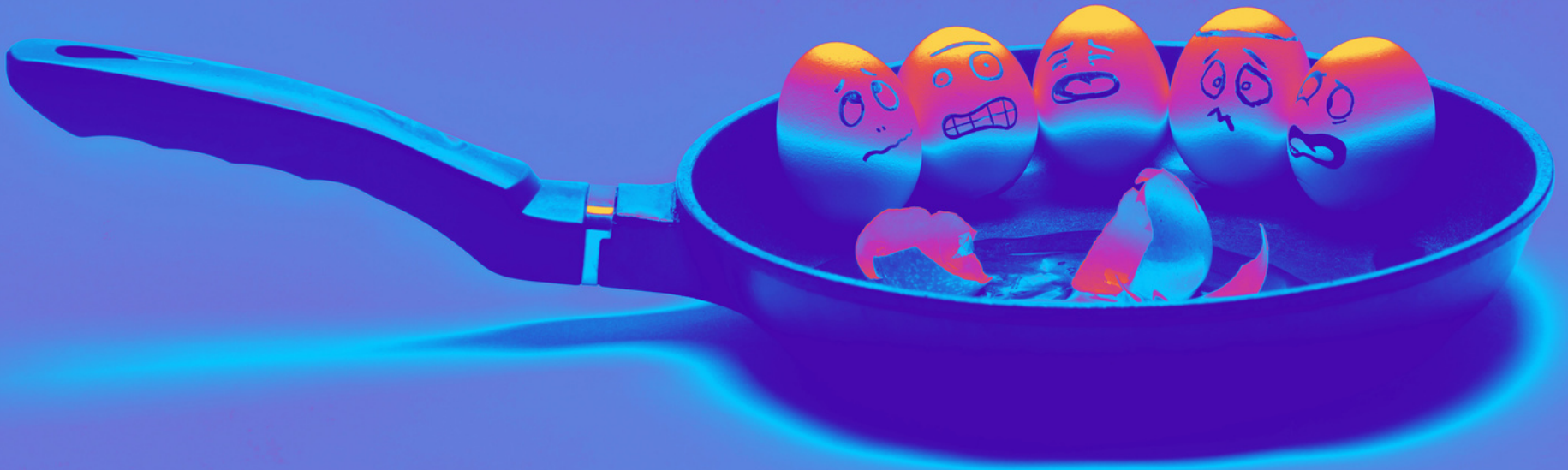




Change can be disruptive & traumatic



**Know that your employees have valid feelings, hopes & plans.
They want to be nurtured not controlled.**

**Deliver your culture change project accordingly or you will lose great talent,
respect, goodwill & credibility, quickly.**

To learn how, reach out: normmurray@nStratagem.com