

# Five Good Ideas®

## for making organizational change work

SEASON  
**22**

**Claire Forster, Owner and Founder, Hexagon Consulting; Senior Associate, There Consulting**

Wednesday, April 23, 2025 - 1:00 to 2:00 p.m.

In this session, you will learn about how to make meaningful and sustainable change in your organization. How do you integrate a new function or program into your current structure? How do you communicate with your teams to ensure that the change is not disruptive or disengaging? What implications are there for the existing teams and culture and how do you manage that? What issues do you need to anticipate and account for? Non-profit consultant Claire Forster will address these and other questions in her presentation.

### Five Good Ideas

1. Start with the end in mind
2. Communicate what it isn't
3. Understand that employees and stakeholders have the answers
4. Be opportunistic and leverage change to reinforce culture
5. It's not over when you think it is

### Resources

- Book: [Organization Design: The Practitioner's Guide](#) by Naomi Stanford
- Magazine: [Journal of Organization Change Management](#)
- Ted Talk: [What Leaders Need to Know About Change](#) - Taylor Harrell
- Magazine: [Harvard Business Review](#)
- Book: [Leading Change](#) - John Kotter



**Claire Forster** is a non-profit consultant working with small- to medium-sized organizations to assist with strategy, governance, and human resources. She is the Owner and founder of Hexagon Consulting and is also a Senior Associate with There Consulting, a Black-owned, women-led values driven management consulting firm. Previously, Claire was the VP of Human Resources for a leading financial services organization, working as a business partner for Asia, Canada, and Corporate Divisions.



Claire has been involved with many charities and non-profit organizations throughout her career. Past involvements include roles on the boards of the Alzheimer's Society of Ontario, CEE, an organization that seeks to work toward racial equity by holistically preparing Black Youth for the Canadian workforce, Elizabeth Fry, Grand Valley Hospital, and the AIDS Committee of Kitchener Waterloo. She also is the co-founder of a small program in Nairobi, Joyful Hearts, which provides support and care for children in the slums with Cerebral Palsy.

Claire has worked on many organization change initiatives including mergers and acquisitions, organization re-design, and culture and engagement. She has a passion for direct and open communication, thrives on complex challenges, and always seeks to drive sustainable change.



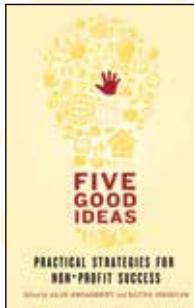
# Five Good Ideas Podcast

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## FIVE GOOD IDEAS

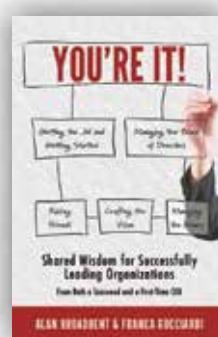
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