

Change Leadership: The Human Side of Oracle Implementations

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Bridging Technology and Humanity for Lasting Transformation



Why Change Leadership Matters



**Technology doesn't transform
Organisations, people do.**

- ❖ Oracle implementations demand behavioural, cultural, and mindset shifts.
- ❖ Success depends on how leaders help people adapt; not just how fast systems go live.



The Human Impact of Oracle Implementations

New systems = new ways of working, deciding, and communicating.

- ❖ People experience loss : of control, familiarity, and confidence.
- ❖ Emotional readiness is as critical as technical readiness

The Role of Change Leaders

Translate strategy into human language and behaviour

- ❖ Model the change, don't just communicate it.
- ❖ Core traits: empathy, clarity, consistency, and courage.



The Five Pillars of Change Leadership in Oracle Projects

Vision Alignment: Everyone understands the why.

- ❖ Stakeholder Mapping: Identify influencers early.
- ❖ Two-Way Communication: Feedback loops, not broadcasts.
- ❖ Training & Empowerment: Beyond compliance.
- ❖ Cultural Integration: Make new processes feel natural.

The Emotional Curve of Change

Stages: Awareness → Resistance → Exploration → Commitment.

- ❖ Normalize discomfort, it means growth.
- ❖ Use empathy and storytelling to move teams forward.

Common Pitfalls

Treating change as a side project.

- ❖ Declaring success at go-live instead of adoption.
- ❖ Overloading with information, underfeeding meaning.
- ❖ Ignoring middle management, the real change translators.



Leadership Mindset for Sustained Change

Move from “driving” change → “leading through” change.

- ❖ Encourage learning, reflection, curiosity.
- ❖ Recognize progress, not perfection.
- ❖ Reinforce behaviours post-launch through feedback and recognition.



The Conscious Change Leader

Change starts within the leader: awareness → alignment → action.

- ❖ Conscious leadership builds trust and psychological safety.
- ❖ When tech meets humanity, transformation becomes sustainable.

Closing Reflection

How do I currently lead through change, reactively or consciously?

- ❖ What's one small behaviour I can shift to model transformation?