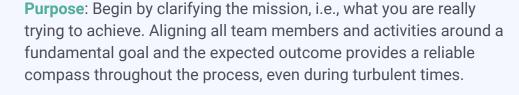# The P.E.A.C.E. Framework for Navigating Change

The PEACE framework provides a proven, structured approach to effectively navigate change and lead through uncertainty.

P — **Purpose**

Purpose: Begin by clarifying the mission, i.e., what you are really trying to achieve. Aligning all team members and activities around a fundamental goal and the expected outcome provides a reliable compass throughout the process, even during turbulent times.

E — **Explore**

Explore: Invest the time to step out of 'business as usual' and investigate multiple alternative approaches, technologies, or models that can help you, your team, and the organization move toward achieving its purpose.

A — **Action**

Action: Take small, deliberate steps to try, use, and evaluate the initial results achieved by each of the new paths to achieving the purpose. These incremental actions provide valuable learning experiences. For approaches that don't advance your purpose, return to exploration.

C — **Collaborate**

Collaborate: Successful change is a journey, enhanced through open sharing of learnings, experiences, and ideas with various stakeholders. Collective wisdom enhances everyone's ability to adapt effectively as we co-create the future.

E — **Empower**

Empower: As new approaches yield positive results, expand, scale, and empower others to explore, act, and collaborate, thereby accelerating the movement toward the purpose. When you discover approaches that work, empower yourself and others to expand these successful strategies.

The PEACE framework was developed by Jennifer Vessels through her work leading transformation for Adobe, Cisco, Heffernan Ins, Roche, Schneider Electric and other leading companies. It has been used to accelerate success of leadership, business model, digitalization, commercial and culture transformation. Get in touch Jennifer@JenniferVessels.com for more information.