

# Leading Yourself Through Change. A Reflection as We Close the Year

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As we close the year, one topic keeps rising above the rest. In every conversation with leaders and teams, the same question returns: how will AI and new technology reshape the way we work, and what does that mean for each of us?

This moment is more than a technological shift. It is a change journey, a transformation. And as with any transformation, the real question is simple. Are you leading it, or are you being led by it?

I am not talking about job titles or organisational charts. I am talking about how you choose to show up when everything around you starts to move. When you think about AI and the future of work, where are you today?

Are you in denial, hoping this wave will pass? Are you in resistance, feeling overwhelmed, or unsure where to begin? Are you in exploration, observing, testing, staying curious? Or are you in a commitment, ready to learn, unlearn, and relearn?

The end of the year gives us a rare pause. A small space to breathe and notice our own patterns and habits. Change always starts with awareness. It starts with one honest question. How am I approaching this transition?

The truth is that technology will continue to evolve at a pace we have never seen before. AI will not wait for us to feel ready. What we can choose is our mindset, our habits, and our willingness to grow. This is the foundation of transformation. It is not about the tools or the systems. It is about the mindset we bring to them.

Having led and experienced multiple transformations, I see the same pattern across organisations again and again. People do not struggle because the technology is complex. They struggle because change touches identity. It asks us to let go of what we know and step into uncertainty. That requires courage, self-awareness, and clarity of intention. In the new environment, the real challenge is to accept that we will “not know” a lot of things, and we need to connect with others who do. Learning about tools will not be enough; the pace is too fast, and we must approach this change differently.

So as we close the year, I invite you to take a moment to reflect.

What do you want to strengthen in yourself for the year ahead? What do you need to let go of? What new habit will help you feel more prepared and confident? Where do you want to lead, rather than be led?

Transformation does not start in January. It starts the moment we decide to engage with change on purpose. This is your moment to reset, realign, and step into the new year with a mindset that is open, curious, and ready.

Curious about this topic and how to navigate AI-driven transformation for yourself and your teams leader? Stay tuned for more reflections, tools, and practical examples.

Wishing you insightful reflections and confidence in your next steps!

### **About the Author**

*Berenice Roch is a global talent and leadership executive with 20+ years of experience across pharma, FMCG, consulting, and hospitality. She designs and leads talent acquisition, leadership development, and succession systems at scale, with a focus on governance, measurable outcomes, and strong execution.*

*She brings a forward-looking edge through AI-enabled HR technology and analytics, helping leaders make better decisions and build stronger talent pipelines. Her work also includes workforce planning, onboarding, and capability programs that accelerate time to productivity and support sustainable performance.*

*Berenice is committed to helping professionals and organizations unlock potential through authentic leadership, practical growth, and cultures where people can thrive and deliver.*

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