

Being Change Ready

*Strategies for Helping Yourself and
Others through Change*

The Forces for Change ...

External Forces

Technology
Economy
Market Niche
Human/Social Needs and Values
Government Policies



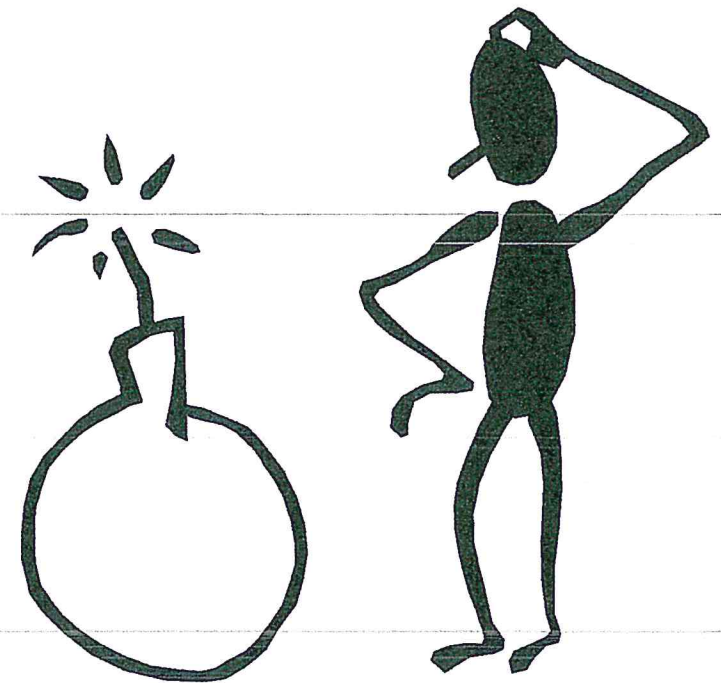
Internal Forces

Leadership and Vision
Workforce Demographics
Employee Dissatisfaction
New Ideas
Performance Failures

Your Perceptions of Change

What are your reactions when you hear the word “change”?

- * Negative perceptions
- * Positive perceptions

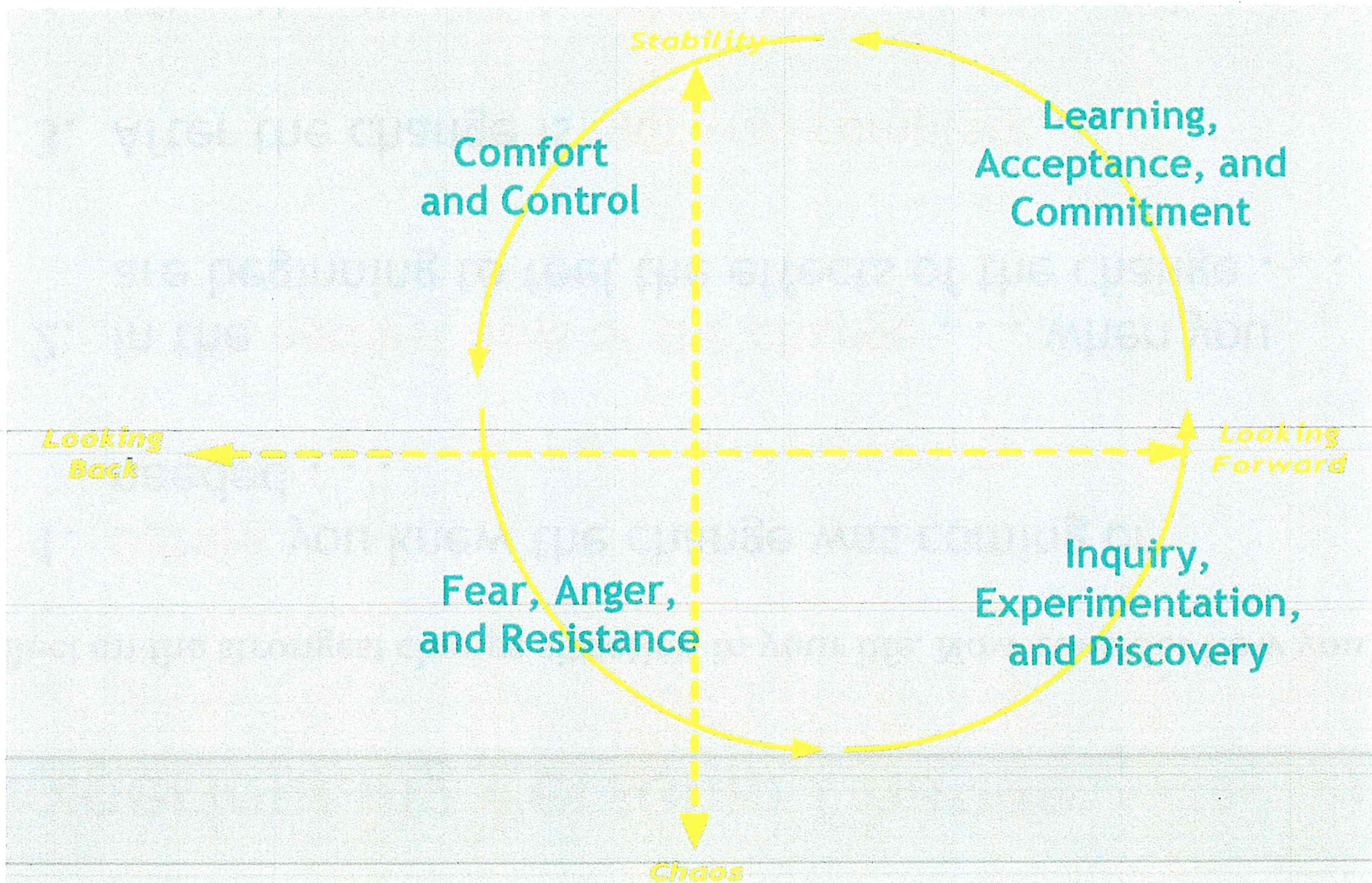


Experiencing Personal Change

Reflect on the strongest change situation in your life. Now consider how you felt

1. **Before** you knew the change was coming or needed . . .
2. In the **earliest days of the change** . . . when you are beginning to feel the effects of the change . . .
3. After the change is **half-way complete** . . .
4. After the change is **complete** . . . when you're looking back on the path you've followed . . .

The Journey Through Change



Think !

Having Cheese Makes
You Happy.



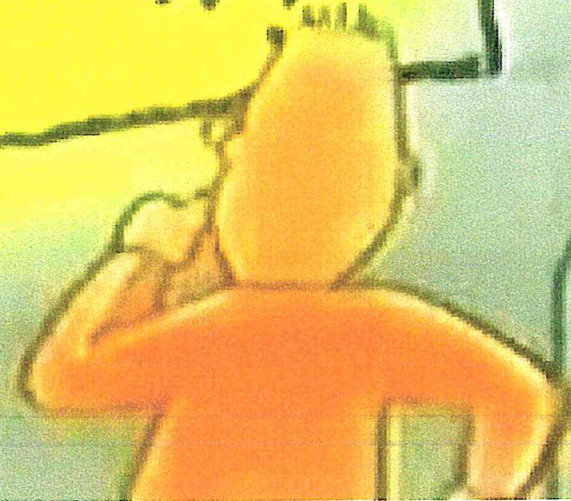
Characteristics of Comfort and Control

- * Comfortable
- * Safe
- * Everything's fine
- * Happy
- * Satisfied
- * No problems
- * Positive
- * Rewarding
- * In control
- * I'm okay, you're okay!

People feel comfortable, safe, and in control. They are working hard – but often on the wrong things.

Think !

THE MORE IMPORTANT
CHEESE IS TO YOU,
THE MORE YOU WANT
TO HOLD ONTO IT!



Characteristics of Fear, Anger, and Resistance

- * Frustration
 - * Anger
 - * Fearful
 - * Betrayed
 - * Upset
 - * Confused
 - * Challenged
- Hostility
 - Anxiety
 - Self-doubt
 - Lost
 - Dazed

People feel frustrated, angry, and fearful about the change. Performance deteriorates.

Think !

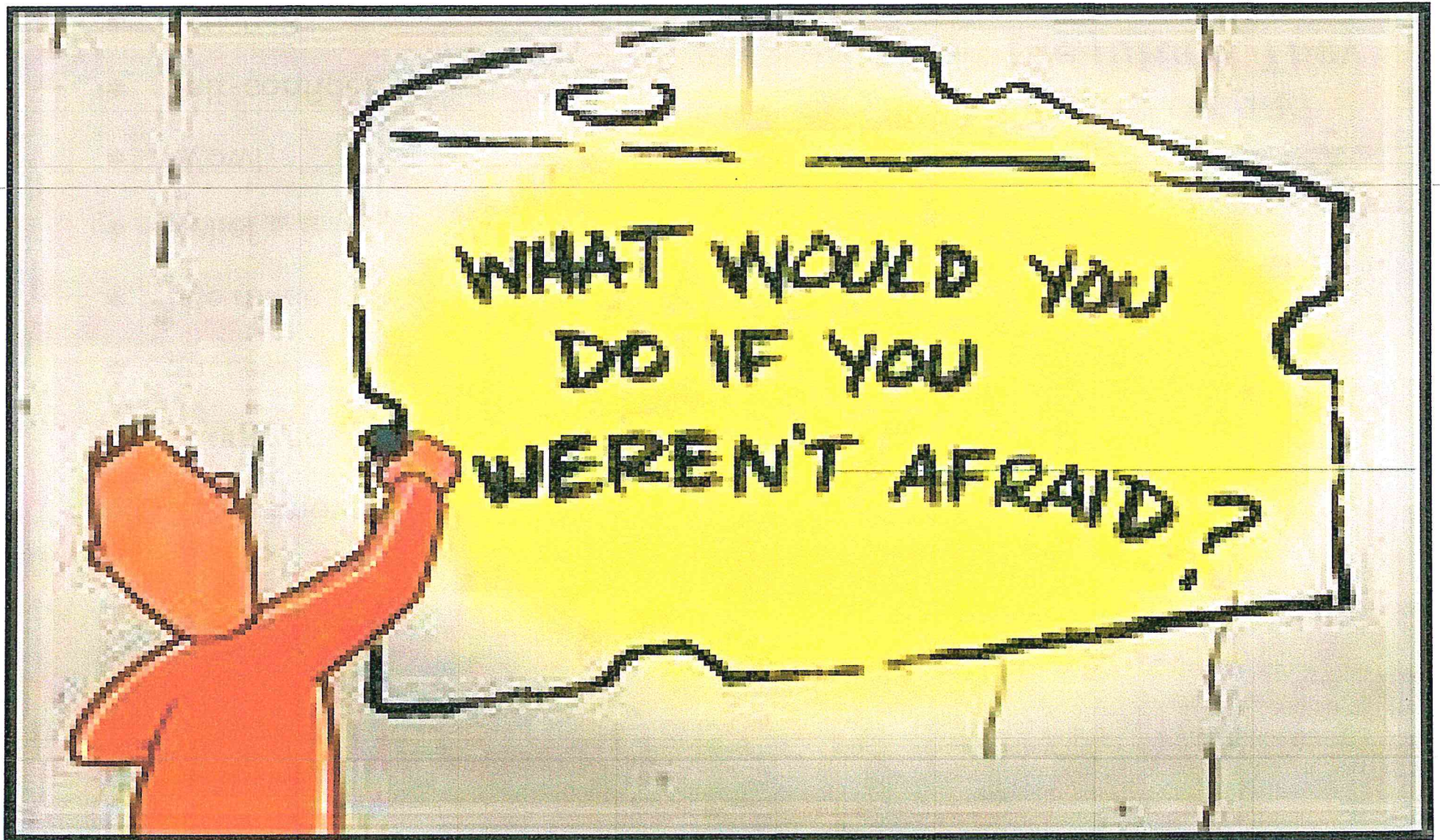
A large, irregularly shaped piece of yellow Swiss cheese with several holes. The cheese is the central focus of the image, with the text overlaid on it.

**The quicker you let go
of old cheese,
the sooner you find
new cheese**

Characteristics of Inquiry, Experimentation, and Discovery

- * Confused
 - * Questioning
 - * Hopeful
 - * Opportunity
 - * Frustrated
 - * Disappointed
 - * Challenged
 - * Half-way there!
 - * Making progress
- Going in all directions at once!
 - Searching for solutions
 - Exciting!
 - Innovation/creativity
-
- People want to make the change work – on their terms as well as those of the organization – but they don't have clear answers.*

Think !



Characteristics of Learning, Acceptance, and Commitment

- * Now I know!
- * Energized
- * Success!
- * We made it!
- * Relief
- * Wow!
- * Self-confidence
- * Satisfied
- * Comfortable
- * What's next?



People are focused on and excited about the future. They begin working together to accomplish the change vision.

Getting Stuck in the Journey

When people get stuck here . . .



It can lead to this . . .

Comfort and Control



Complacency and Obsolescence

Fear, Anger and Resistance



Sickness and Depression

Inquiry, Experimentation,
and Discovery



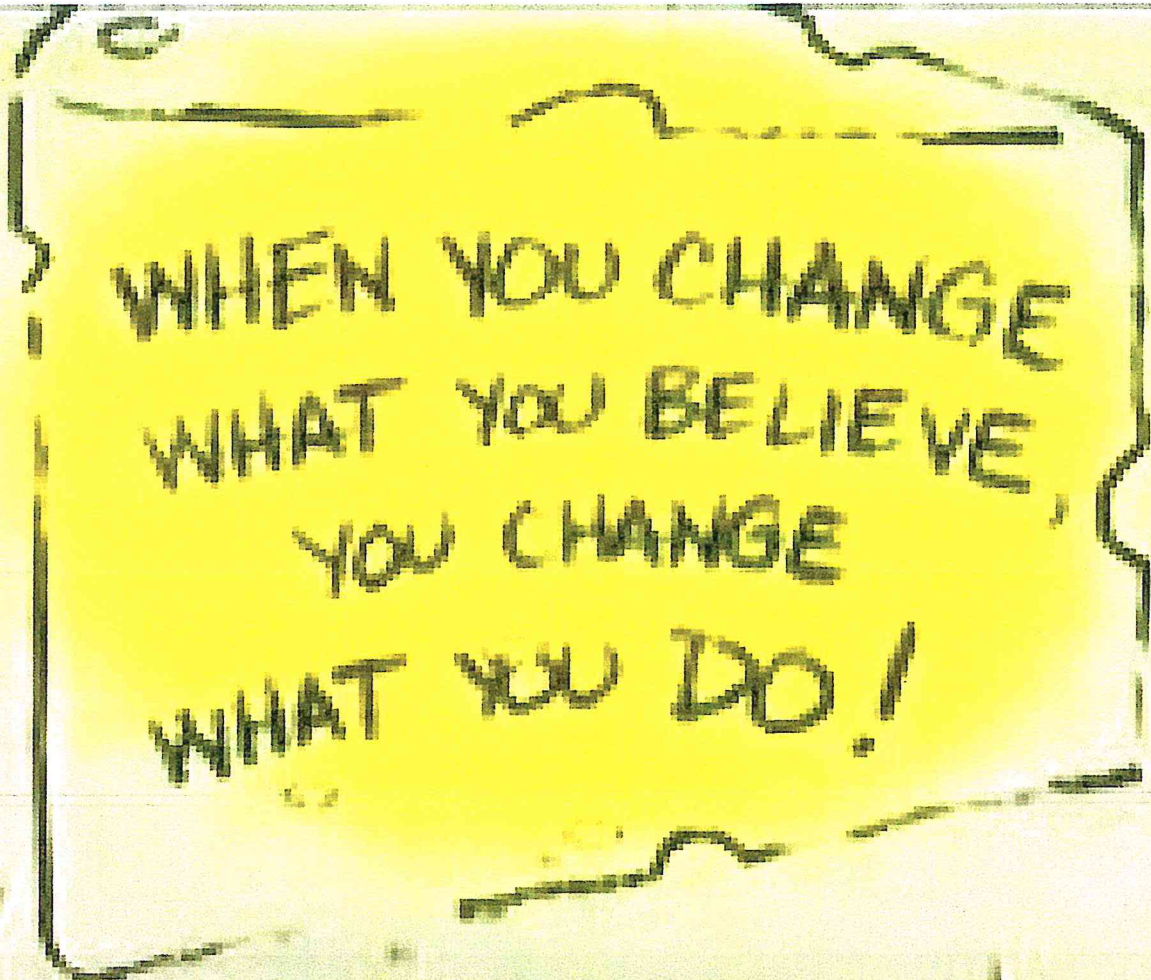
Anxiety and Lack of Integration

Learning, Acceptance, and
Commitment



Gradual Drift “Backward” into
Comfort and Control

Think !



WHEN YOU CHANGE
WHAT YOU BELIEVE,
YOU CHANGE
WHAT YOU DO!

In Your Small Group . . .

What specific actions can we take to help

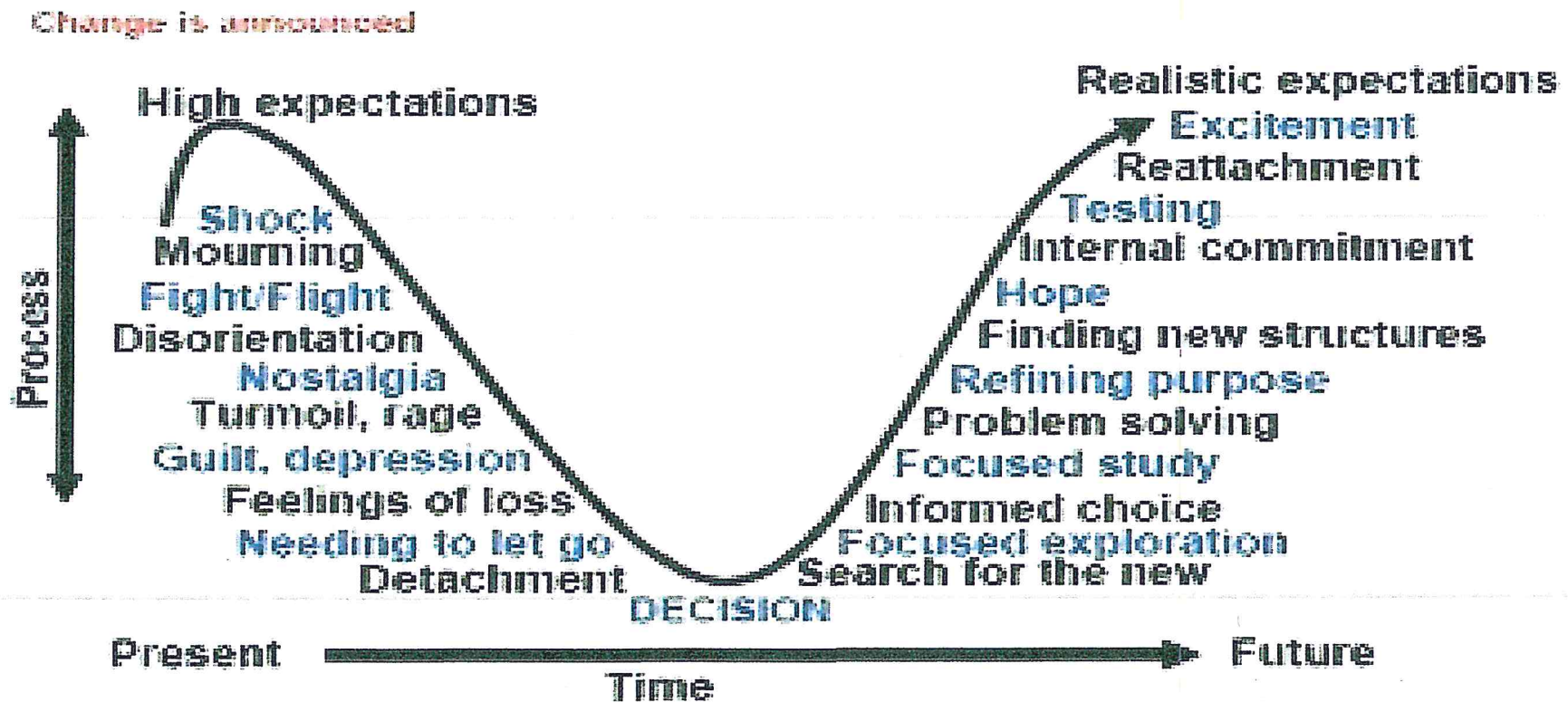
- * ourselves
- * others

along the emotional
journey through change?



The Roller Coaster

The Roller Coaster of Change

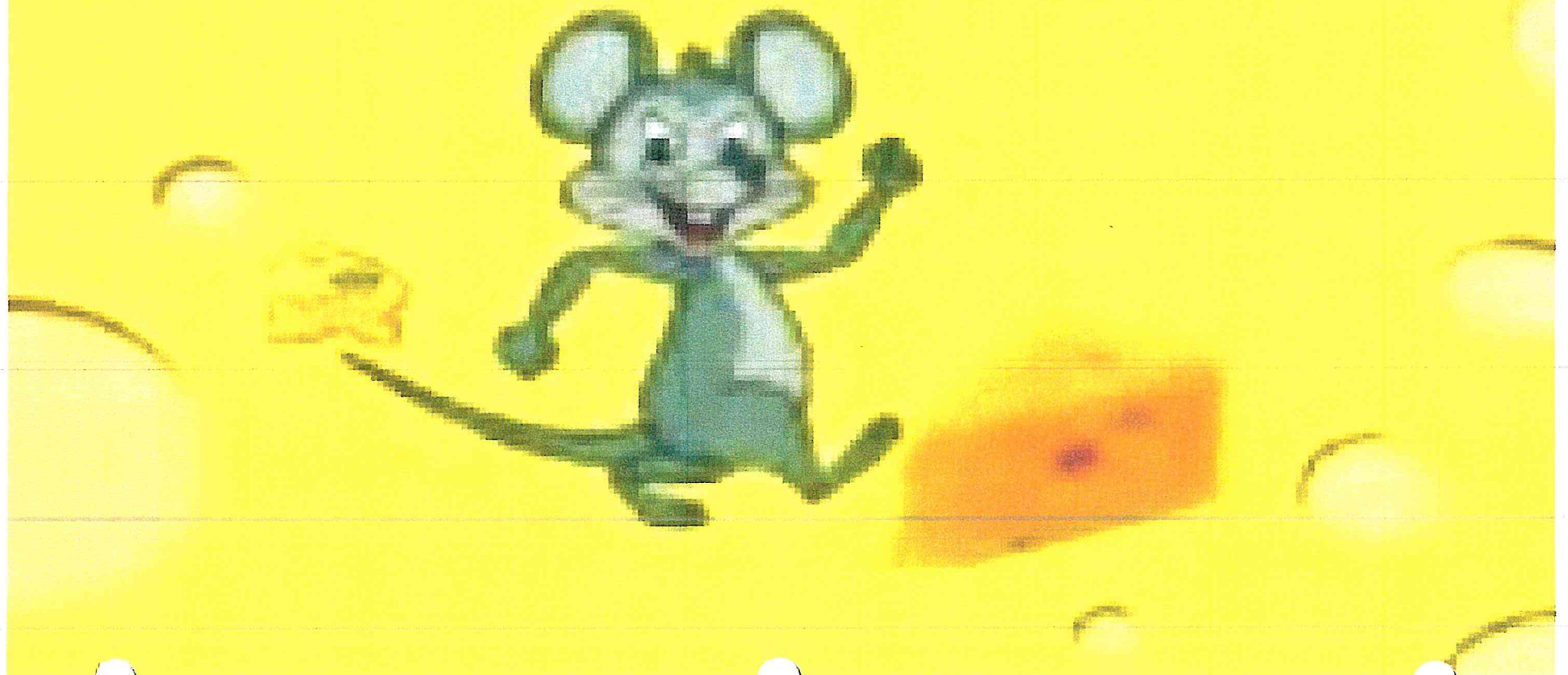


Think !

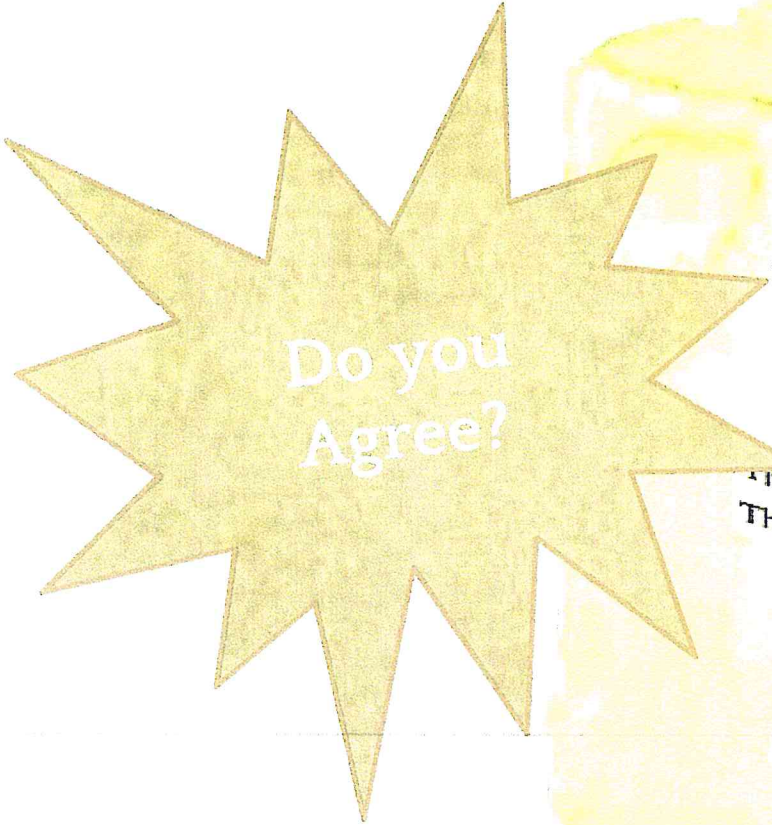


Think !

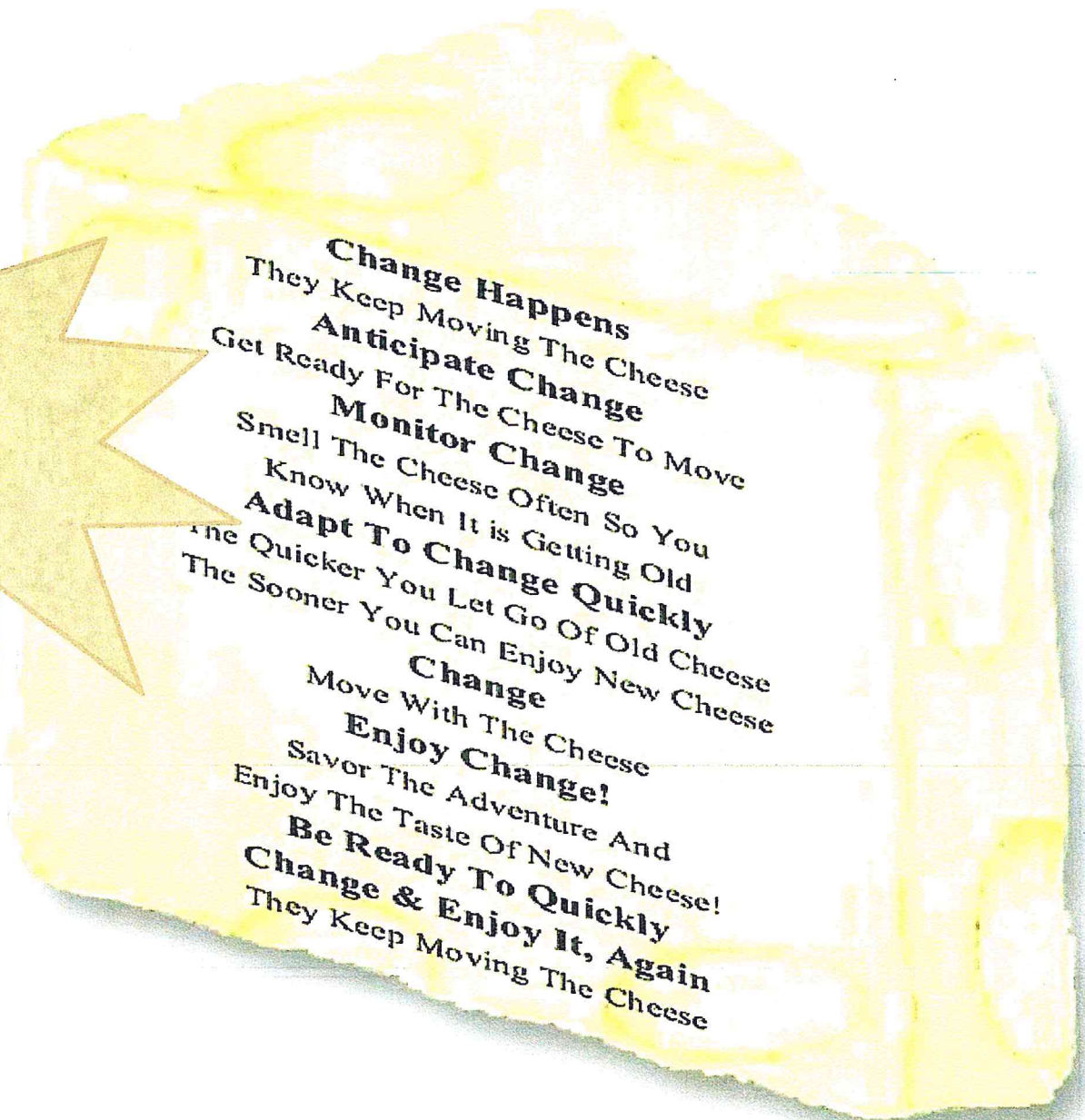
Move with the cheese
and enjoy it!



Change is inevitable,
growth is optional



Do you
Agree?



Change Happens
They Keep Moving The Cheese
Anticipate Change
Get Ready For The Cheese To Move
Monitor Change
Smell The Cheese Often So You
Know When It is Getting Old
Adapt To Change Quickly
The Quicker You Let Go Of Old Cheese
The Sooner You Can Enjoy New Cheese
Change
Move With The Cheese
Enjoy Change!
Savor The Adventure And
Enjoy The Taste Of New Cheese!
Be Ready To Quickly
Change & Enjoy It, Again
They Keep Moving The Cheese

Practice makes
permanent!

Thank you