

The Challenge of Change

Presented
By
Steve Morgan

The Challenge of Change **Why do people resist change?**

- People hang on to what is comfortable.
- Change always requires someone to give up something.
- People do not want to give up control.
- Some fear the future and what it may mean to them.
- Emotional attachments cloud sound thinking.
- No organization is so screwed-up that someone doesn't like it the way it is.

The Challenge of change

• MYTHS

- This will go away.
- It will help if I get upset about this.
- I can just keep doing my job like I always have been.

• REALITIES

- Change is here to stay.
- Controlling my emotions increases my control over the situation.
- If the organization is changing, I need to also.

The Challenge of change

• MYTHS

- Problems are an indication that these changes are bad for the organization
- Management doesn't care about us.

• REALITIES

- Problems are a natural side effect of the change process.
- Management has to make some tough decisions and it's impossible to keep everyone happy.

The Challenge of change

MYTHS

- I'm not in a position to make a difference.
- Top management is supposed to make these changes work

REALITIES

- You're either looking for a solution or you are a part of the problem
- If you work here, this IS YOUR PLAN.

The Challenge of change

MYTHS

- The changes weren't really necessary.

REALITIES

- What is necessary now is to make the changes work.

When change begins to occur,ask yourself:

- Are there outside forces at work?
- Are the changes necessary for survival?
- Will resistance make it better or worse?
- Can I use my energy in a more productive way?

The Challenge of Change
Becoming an Agent of Change

- *Control Your attitude.*
- *Take ownership of the changes.*
- *Choose your battles carefully.*
- *Be tolerant of mistakes.*
- *Keep your sense of humor...or get one!!*
- *Don't let your strengths become your weaknesses.*

The Challenge of Change
Becoming an Agent of Change

- *Practice good stress management techniques.*
- *Support higher management.*
- *Support your co-workers.*
- *Invent the future instead of trying to redesign the past.*

The Challenge of Change
The Challenge for Managers

- Be an **Agent of Change**, not a *Victim*.
- Expect resistance to change and get it out into the open.
- Keep a Positive Attitude.
- Never allow *positive thinking* to replace **THINKING**.

Words to Live By

- *Our words are seeds planted into other people's lives.*
- *What you feed –Grows!! What you starve -Dies!!*
- *Don't consume your tomorrows feeding on your yesterdays.*
- *There is no such thing in anyone's life as an unimportant day.*

Words to Live By

- *Growth comes from building on talents, gifts, and strengths– not solving problems.*
- *A fool will loose tomorrow- reaching back for yesterday.*
- *The best time of the day is NOW!*
- *Fear and worry are interest paid in advance on something you may never own.*

Words to Live By

- *Making others better is a boomerang.*
- *A chip on the shoulder weighs a ton.*
- *What chances would you take today, if you Knew you wouldn't and couldn't Fail.*
- *The more frazzled we get, the more we try to control our world.*
- *The more we try to control our world, the more failure we experience.*
- *The more failure we experience the more Frazzled we get.*

Words to Live By

- *The best way to forget your own problems is to help someone else solve theirs.*
- *If you think you're too small to make a difference, you haven't been in bed with a mosquito.*
- *Today is the day to decide to go **THROUGH** what you have been going through.*
- *Today is the first day of the rest of your life...make it count*
- *Those who don't take chances don't make advances.*

Words to Live By

- *Those who don't take chances don't make advances.*
- *When you refuse to change you end up in chains.*
- *Sometimes leadership is letting people do their jobs...Willie Shoemaker, history's greatest jockey said he kept the lightest touch on the horse's reins.*
- *"The horse never knows I am there until he needs me."*

Words to Live By

- *A smile is contagious; be a carrier.*
- *Hate is like acid.*
- *It can damage the vessel in which it is stored as well as destroy the object on which it is poured.*
- *Change is Inevitable--- Growth is an Option*
- *The only reason the Indian rain dance works is because they don't stop dancing until it rains.*

The Challenge of change *The Laws of Motivation*

- *You cannot motivate other people*
- *Everyone is motivated*
- *People are motivated for their reasons, not ours*
- *The only thing we can do is to create the environment, which will cause people to motivate themselves*

The Challenge of Change **The Challenge for Managers**

- *Give Employees Clear-cut Directions.*
- *Focus on short-range Objectives.*
- *Establish Clear Priorities.*

The Challenge of change
Seven Habits of Highly Effective People

- Be *Proactive*
- *Begin* with the *End* in mind
- Put ***First*** things ***First***
- Think ***Win-Win***
- Seek first to *Understand* then to be *Understood*
- ***Synergize***
- ***Sharpen*** the *Saw*

The Laws of Motivation

- You *cannot* motivate other people
- Everyone *is* motivated
- People are motivated for *their* reasons, not *ours*
- The only thing we can do is to create the *environment*, which will cause people to *motivate* themselves

The Challenge of change
Seven Habits of Highly Effective People

- Be *Proactive*
- *Begin* with the *End* in mind
- Put ***First*** things ***First***
- Think ***Win-Win***
- Seek first to *Understand* then to be *Understood*
- ***Synergize***
- ***Sharpen*** the *Saw*
