

CHANGE is situational:

- the new site
- the new boss
- the new team roles
- the new policy

TRANSITION is the psychological process people go through to come to terms with the new situation.

CHANGE is external

TRANSITION is internal

Unless TRANSITION occurs, CHANGE will not work.

The point of change is to preserve that
which does not change.

MISSION - central continuous thread that
everyday changes are meant to preserve.

Change weakens people's
emotional attachment to the
organization.

Some quit and leave.
Others quit and stay -
their names are still on the payroll,
but their hearts don't come to work.

THE PARADOX OF CHANGE

1. Change can be viewed as a THREAT or a HIDDEN OPPORTUNITY.
2. All team members are CHANGE AGENTS during the journey.
3. Change can EMPOWER people.
4. Change motivates people. It causes POSITIVE TENSION.
5. Change raises AWARENESS. People listen attentively and notice events and others. It gets their ATTENTION.
6. Change raises EXPECTATIONS and COURAGE.
7. COMMITMENT is the strength and foundation needed to change.

CHANGE IS COSTLY BUT WITHOUT PERIODIC CHANGE,
ORGANIZATIONS GROW INTERNALLY DIVISIVE
(AS PROBLEMS ACCUMULATE)
AND EXTERNALLY IRRELEVANT.

CHANGE IS UP TO YOU.
THE BOTTOM LINE IS YOUR BELIEF.
IF YOU BELIEVE IT WILL WORK - IT WILL.

READINESS AND CAPABILITY FOR CHANGE

1.	Threat	0	2	4	6	8	10	Opportunity
2.	Holding on to the past	0	2	4	6	8	10	Reaching for the future
3.	Immobilized	0	2	4	6	8	10	Activated
4.	Rigid	0	2	4	6	8	10	Versatile
5.	A loss	0	2	4	6	8	10	A gain
6.	Victim of change	0	2	4	6	8	10	Agent of change
7.	Reactive	0	2	4	6	8	10	Proactive
8.	Focused on the past	0	2	4	6	8	10	Focused on the future
9.	Separate from	0	2	4	6	8	10	Involved with change
10.	Confused	0	2	4	6	8	10	Clear

TAKING CARE OF YOURSELF

- Name what is actually changing
- Decide what is really over for you
- Distinguish between current losses and old wounds
- Identify things that are continuing in your life
- Recognize the symptoms of the Neutral Zone
- Take Time Outs
- Use the Neutral Zone as an opportunity to Take Stock
- Look at Yourself Creatively

- Consider your Possibilities in a New Light
- Experiment a Little Everyday (Starting Today)
- Design A Learning Venture
- Make a Plan to Change Something in Your Life

P.S. Four rules of Life:

SHOW UP

BE PRESENT/PAY ATTENTION

TELL THE TRUTH

LET GO OF OUTCOMES