

How Change Works

| Number of People | Approximate Time | Items Required |
|------------------|------------------|----------------|
| Unlimited        | 3-5 minutes      | —              |

When you are conducting a class in a typical classroom setting this exercise works well because it demonstrates how change usually works.

1. Ensure all the desks are facing forward and move the flip charts or podium to the back of the classroom. When you begin have the participants face forward and conduct the class from behind so you see the back of the student’s head.
2. Students will immediately feel how awkward it is to be in a classroom where they cannot see the flip chart or face the teacher. Explain to students this is usually how change is implemented and that it is pushed on employees, which of course resulted in opposition. Tell students that when change is done this way it is just as successful as you are as you try to conduct class from behind them.
3. You can also explain how change is often implemented in separate departments, just like the separate rows they are sitting in, and that it makes it difficult for real teams to be effective because they are restricted or confined.
4. Ask students to rearrange the class room in a way that allows them to break out of these confinements and allows them to learn, communicate, and build teams.
5. You can also tell the class they may need to rearrange the classroom again if they find a better setting that encourages greater learning, participation, or teamwork.