

Three Phases of Change

Current State Employees usually prefer to remain in the current state.

Transition State The transition state creates uncertainty, stress, and anxiety.

Future State

 The Future state is unknown.

Program Objectives (1 of 2)

- Describe the basic dynamics of the change process – the stages people go through and why.
- Identify the challenges for the organization, the employee, and the manager during change situations.
- Understand and apply specific guidelines in dealing with people's natural resistance to change.

Program Objectives (2 of 2)

- Use the opportunity of change to foster innovative ideas and solutions.
- Generate an action plan to enhance your skills at dealing with change.
- Learn why your leadership is so critical during change.

Organizational Change (1 of 4)

Studies in the last 5 years show:

- Organizations expect to cut an average of 15% of their workforce.
- The one hundred biggest mergers in the U.S. during a recent year affected four and a half million workers.
- In the past five years more than 12,000 U.S. companies and corporate divisions have changed hands.

Organizational Change (2 of 4)

Studies in the last 5 years show

- The takeover trend is increasing. It is more than double what it was in 1985.
- U.S. manufacturing needs to increase productivity dramatically to remain competitive with foreign industry.

Responses to Change

Isolated

Squeezed

Resistant

Questions

- What are the changes affecting your organization?
- How is your organization responding to these changes?
- How are your organization's responses to change affecting the way you manage people?

Quote



"The adaptive corporation needs a new kind of leadership. It needs 'managers of adaptation' equipped with a whole new set of non-linear skills. Above all the adaptive manager today must be... willing to think beyond the thinkable -- to re-conceptualize products, procedures, programs, and purposes before crisis makes drastic change inescapable."

> Alvin Toffler, The Adaptive Corporation.

Stages = Strategies

Resistance:

can't sleep at night,
anger/fights,
" I gave my all, and
now look at what I
get,"
withdrawal from the

team





Denial:

it will be over real soon, apathy, numbness

Exploration:

over-preparation,
frustration,
too many new ideas,
too much to do,
can not seem to
focus



Commitment:

teamwork, satisfaction, clear focus and plan





Recognizing Resistance





Download "Change" PowerPoint presentation at ReadySetPresent.com

157 slides include: 4 points of difficulties with change, 10+ slides on organizational change, the difference between change, transition, and transformation, 6 slides on the ADKAR model, 3 phases of change, 8 stages of change, 10 points on maintenance organization, 10 points on parallel organization, controlling change, describing change, 5 slides on understanding loss, 5 stages of change acceptance, 13 points on recognizing resistance, slides on turning avoidance into acceptance, slides on understanding loss, slides on resistance, the four phases of change transition, 10+ slides with strategies for each phase, management of each phase, 3 standard stages of change and 5 slides describing them in-depth, 10 slides on turning avoidance into acceptance, 3 slides on action plans for success, 4 slides on process action plans, 10 rules for stifling innovation, 4 slides for final action steps and much more.

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