



Why Change Management?



Would you want parachute training after jumping from the plane?

Change Management Tools



- ▶ Effective Leadership
- ▶ Employee Empowerment
- ▶ Future State
- ▶ Communication, communication, communication and did I mention communication?

Effective Leadership



First Follower



A Movement is Born!



Employee Empowerment



- ▶ Job Enlargement
- ▶ Job Enrichment
 - Safe Failure
 - Reward Self-Improvement
 - Support Independence
 - Appreciate the Effort
 - Require Accountability

Get the Vision Right!



- ▶ **Imaginable:** They convey a clear picture of what the future will look like.
- ▶ **Desirable:** They appeal to the long-term interest of those who have a stake in the enterprise.
- ▶ **Feasible:** They contain realistic and attainable goals.
- ▶ **Focused:** They are clear enough to provide guidance in decision making.
- ▶ **Flexible:** They allow individual initiative and alternative responses in light of changing conditions.
- ▶ **Communicable:** They are easy to communicate and can be explained quickly.

Communication



- ▶ Transparent
- ▶ Simple
- ▶ Frequent
- ▶ Timely
- ▶ Various methods (meetings, emails, newsletter)

Repeat, repeat, repeat.



- ▶ If you do not change direction, you may end up where you are heading – *Lao Tzu*
- ▶ Change is the law of life and those who look only to the past or present are certain to miss the future – *John F. Kennedy*