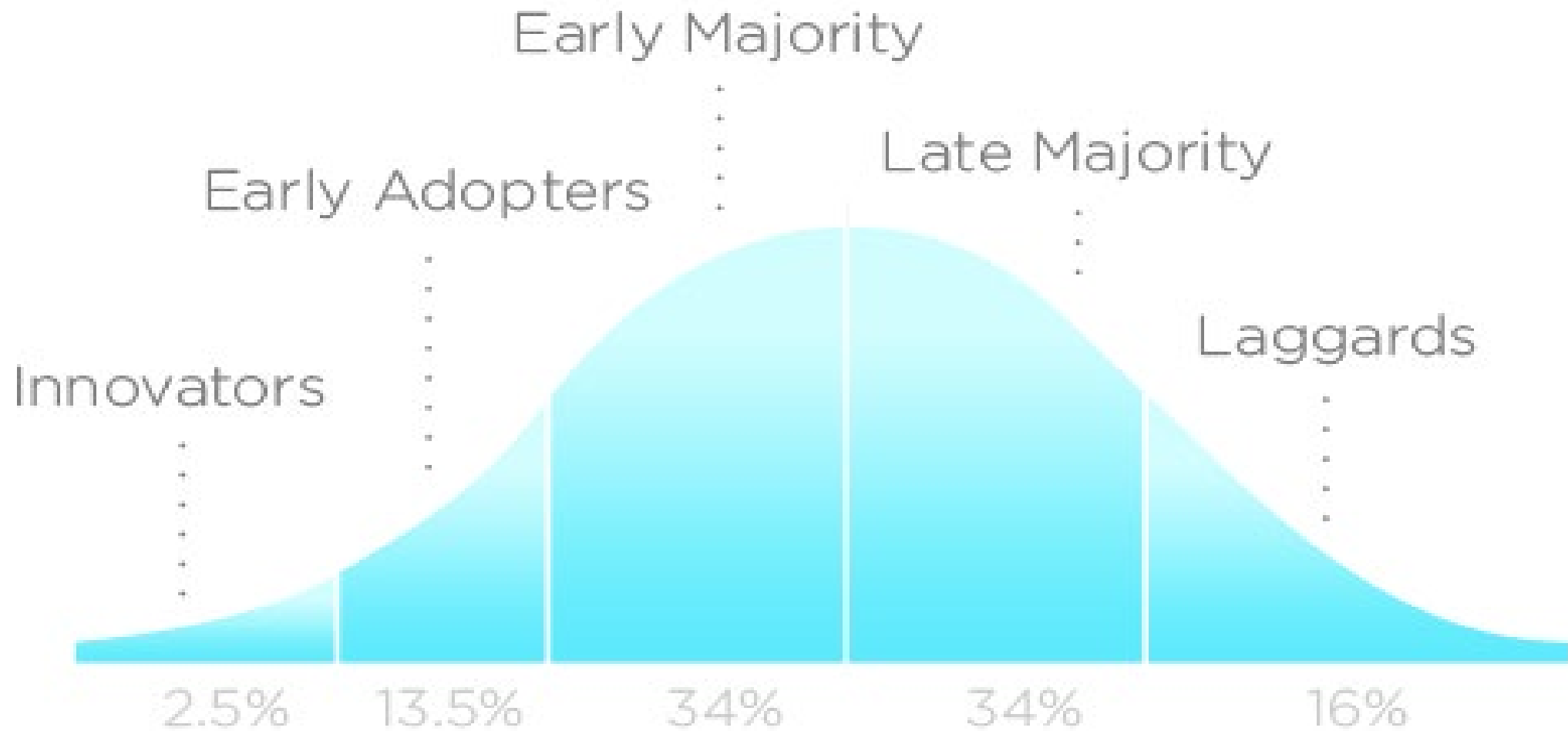
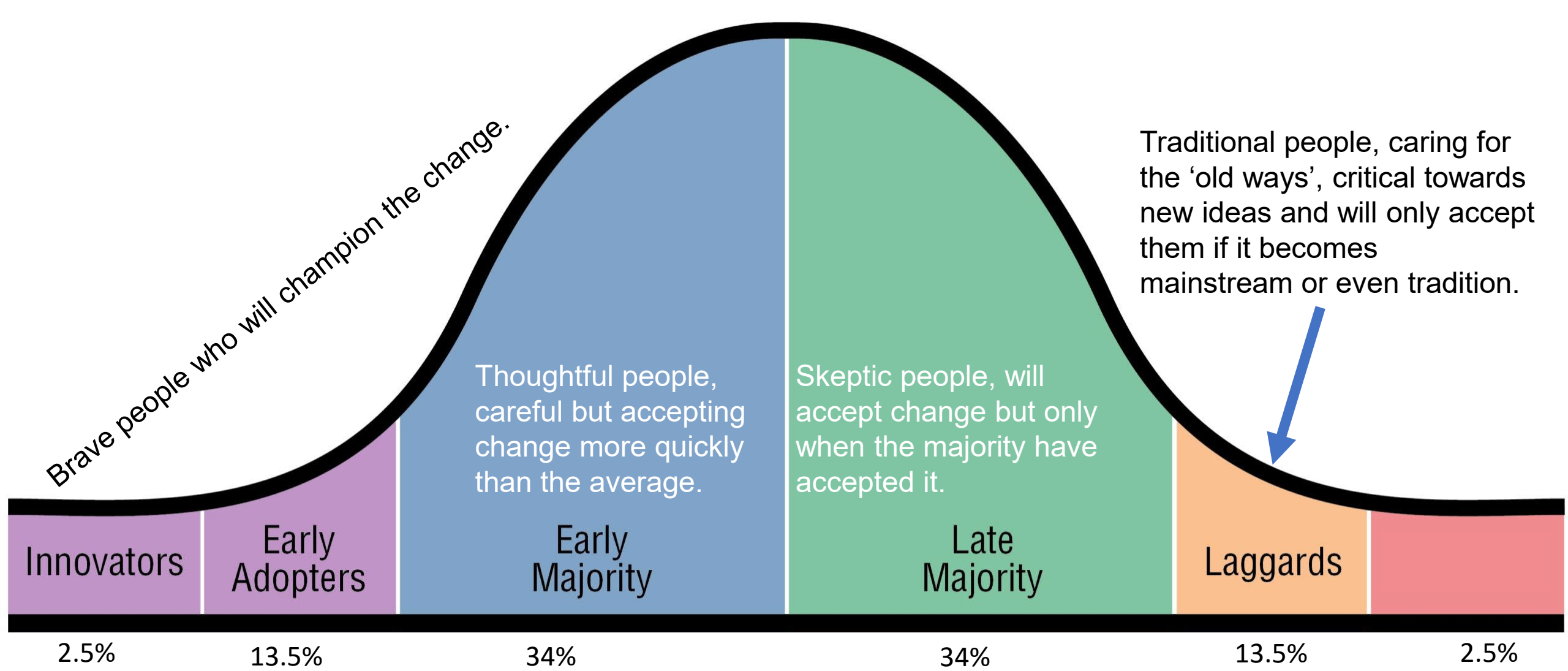




Tools for managing change

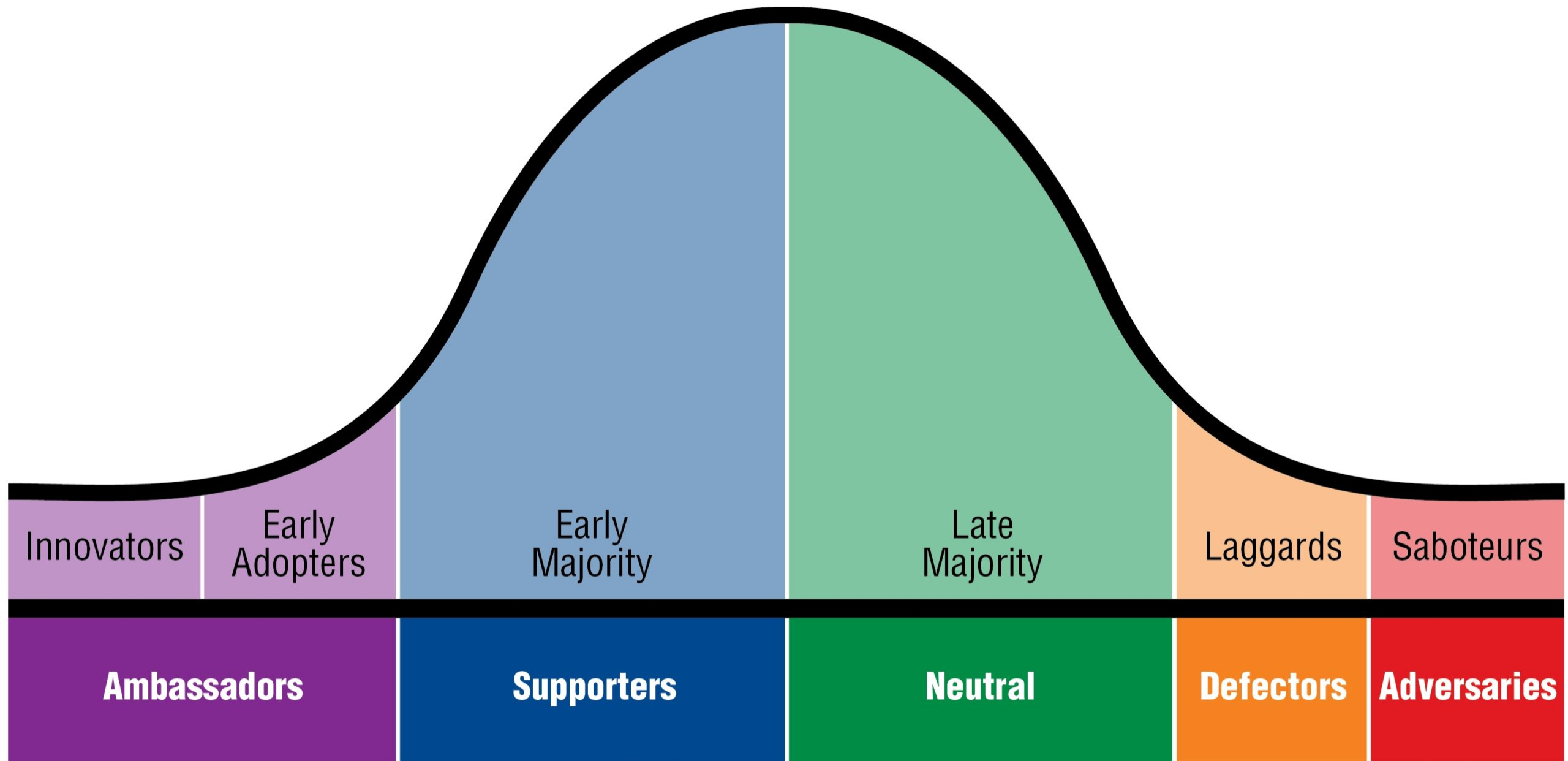


Bell Curve Of Change



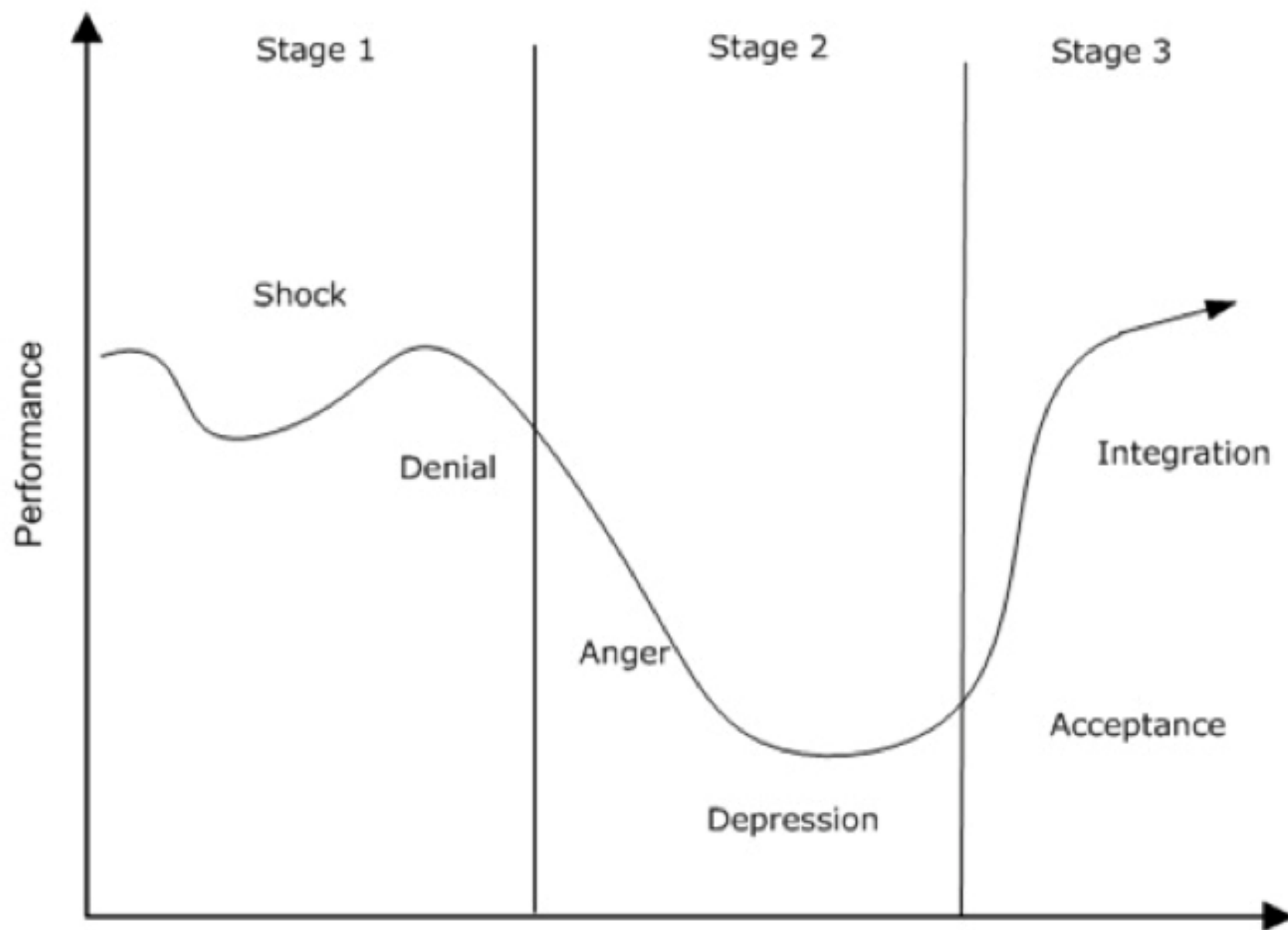
Respectable people, opinion leaders, try out new ideas but in a careful way.

Bell Curve Of Change



Bell Curve Of Change

The Change Curve





Lessons from the wilderness

Adapted from William Bridges

Lessons from the Wilderness

Don't under-estimate the value of the plagues

Mark the ending

Deal with the "murmuring"

Give people access to the decision makers

Work with the creative opportunity provided by the neutral space

Resist the urge to rush ahead

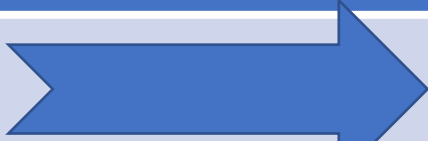
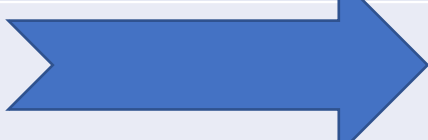
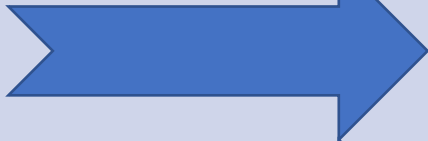
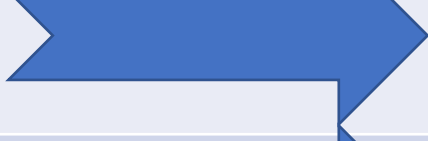

Understand that neutral-space leadership is special

Critical Success Factors

See It (Commit)			Own It (Plan)			Do It (Implement)		Result
Case for change	Committed Leadership	➔	Clear WIIFM	Implementation Plan	➔	Development	Alignment	It's Working!
	Committed Leadership	➔	Clear WIIFM	Implementation Plan	➔	Development	Alignment	It's not urgent
Case for change		➔	Clear WIIFM	Implementation Plan	➔	Development	Alignment	It's not real
Case for change	Committed Leadership	➔		Implementation Plan	➔	Development	Alignment	It's not worth it
Case for change	Committed Leadership	➔	Clear WIIFM		➔	Development	Alignment	It's not going anywhere
Case for change	Committed Leadership	➔	Clear WIIFM	Implementation Plan	➔		Alignment	It's not possible
Case for change	Committed Leadership	➔	Clear WIIFM	Implementation Plan	➔	Development		It's not for long

adapted from the work of John Kotter

Key shifts we need to make & help others to make for change to occur

From		To
Externalising		Internalising the need for change
Blaming Others		Taking accountability
Doing the job		Achieving results
Working in silos		Collaborating
Telling people what to do		Engaging the hearts & minds of people