

Change: Are we having fun yet?



Some quotes to get us started

- “People don’t resist change. They resist being changed.” (Peter Senge)
- “Not everything that is faced can be changed, but nothing can be changed until it is faced.” (James Baldwin)

Some more quotes about change

- “If you’re in a bad situation, don’t worry it will change. If you are in a good situation, don’t worry it will change.” (John A. Simone, Sr.)
- “When you are through changing, you are through.” (Bruce Barton)

Some more quotes about change

- “When we are no longer able to change a situation, we are challenged to change ourselves.” (Victor Frankl)
- “God grant me the serenity to accept the people I cannot change, the courage to change the one I can, and the wisdom to know its me.” (Unknown)

Navigating Change: The 7 P's

- 1. Provocation: (Look Out! What was that?)**
- 2. Past: (Look Back! Have you seen this before?)**
- 3. Present: (Look in the Mirror! What do we see?)**
- 4. Picture: (Look Forward! What could we look like?)**
- 5. Prepare: (Look for a Map! What's our Plan?)**
- 6. Pull/Push: (Look where we are going!)**
- 7. Promised Land: (Look at what we have Become!)**

1. Provocation: (Look Out! What was that?)

- Who noticed something is not quite right and what did they notice?
- What has changed around us? (in your external or internal environment)
- Is it time to pay attention and not be complacent?

2. Past: (Look Back! Have you seen this before?)

- Does the provocation feel familiar? (Let's review our past and respect it and learn from it)
- What can we learn from our past efforts to deal with problems?
- How can we let go of our past? (Not live in it...Just have the memories)

3. Present: (Look in the Mirror! What do we see?)

- What are our current realities? (What data should we gather? From whom? How? Analyze the data to sort out Symptoms vs. Causes; Summarize with SWOT)
- What do we need to do to survive in the short run?
- Who should we ask to be on a Leadership Team to help plan what we need to do in the long run? (Current credible leaders that have the power to act on the issues)

4. Picture: (Look Forward! What could we look like?)

- What is our preferred future? (our potential)
- Where do we want to go? What does our destination brochure look like? (Becoming)

5. Prepare: (Look for a Map! What's our Plan?)


- What's our business case for change?
- What's our itinerary?
- What do we need to bring? (Resources needed)
- What do we need to know or do?
(Training/Development may be needed)
- Who should we notify/consult with?

6. Pull/Push: (Look where we are going!)

- Who is going to tell the rest of the organization why we can't do business as usual and what we can become and why?
- What will be our first steps? What are the rest of our instructions according to the map we produced?
- What are we learning along the way? (AARs) How will we use what we learn?
- How will we deal with the awkwardness of transitions?
- Anything we need to fix? (Problem Solving)
- How will we celebrate progress? (Appreciations) How will we stay on track? (Accountability)

7. Promised Land: (Look at what we have Become!)

- We need a new picture ID (Our new identity)
- Let's consolidate the various pieces into the bigger picture of the puzzle
- Let's re-assess again to check if we made it and to make future plans
- Has CHANGE become the new normal? (It's a journey not a destination)



Navigating Change: Personally, Professionally, Organizationally

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- Due out in 2020
- Contact me if you want some advanced materials