

# 6 Steps To Embracing Change

A Program Designed To Help You Overcome Your Fear of Change and Understand The 6-Step Process To Making Change a Positive Part of Your Life!



Personal Study Guide

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#### **GUIDING THOUGHT**



Change is a fact of life and business. The more you resist it, the more you create a self-destructive environment.

## HOW DO COMPANIES DETERIORATE? (FOUR TIME TABLES)

#### TIME TABLE #1

The company is in a fairly strong position.

There is little competitive intensity in its markets.

As a result, the company doesn't need much leadership.

So the company develops practices and a culture appropriate for attracting, developing, and retaining only a few capable leaders.

#### TIME TABLE #2

The company grows and becomes more complex.

The competitive intensity of its markets begins to increase significantly.

The need for strong leadership increases in many jobs beyond the company's capacity to supply it.

But because the company's economic performance does not deteriorate immediately, little is done to deal with the leadership issues.

#### TIME TABLE #3

Eventually, the deteriorating economic performance leads to an increasing focus on short-term economic results and to internal conflicts, which become politicized.

The short-term economic and parochial political pressures grow and begin to shape more and more policies and practices.

Policies and practices shaped by those forces produce managers that are unable to provide effective leadership.

#### TIME TABLE #4

The gap between the leadership the company needs and the leadership it has grows.

This in turn leads to even worse economic performance, which increases the short term economic pressures and parochial politics.

That in turn undermines efforts to improve the quality of the management.



#### This Can Always Be Seen Through A Company's:

- 1. Inconsistencies
- 2. Inefficiencies
- 3. Non-Partnership People
- 4. Tired Leadership



## Leader'ism

Any organization that resist the change that is necessary for it to improve creates its own pathway to self-destruction.

### What Makes Change So Fearful?

- C challenges comfortable routines
- H have to face their behavior
- A adjustments will have to be made
- N new ideas will have to be implemented
- G gets to the heart of what is going on
- E emotions of people will have to be dealt with



NOTES

#### What Is The Purpose of Change?

- C creates an agenda of improvement
- H halts the circle of sameness
- A addresses the real issues
- N negates the reasons and excuses for sameness
- G grants a clearer vision to improvement
- E eliminates living from yesterday to today



## Understanding The Connection Between "Change" and "Improvement"



### Change:

The <u>emotional</u> journey you travel, which defines what is happening

## **Improvement:**

The <u>mental</u> journey you travel, which defines what is happening.



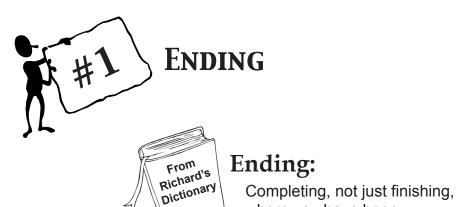
### Leader'ism

You either live from your emotions up or your mind down. The direction creates the choices you make.

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## THE 3 STEP PROCESS THAT GOVERNS CHANGE



# LEADERS

### Leader'ism

where you have been

Endings provide lessons you can use to find the next path.

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## THE 3 STEP PROCESS THAT GOVERNS CHANGE



## REGROUPING



## Regrouping:

Taking the necessary time to reflect on where you have been, what you have learned and be willing to move forward with a clear purpose.



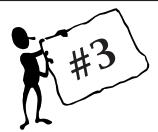
#### Leader'ism

If you don't take the time to regroup and reflect, you will lose the lessons you have learned along the way.

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## THE 3 STEP PROCESS THAT GOVERNS CHANGE



## **BEGINNING ANEW**



## **Beginning Anew:**

Where with the ending and the regrouping, you are now ready to move forward with your purpose clear, your agenda in place and the commitment to implement and move forward.



#### Leader'ism

Many want to just jump in and "do it," without understanding it takes an ending and a regrouping time to be prepared to go forward. If you just "do it," most of the time you have just "done it!"

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#### Leader'ism

When you are willing to Embrace Change, you are ready to improve your life, your organization and the environment which you are part of.



# Challenge any routine that keeps you from moving forward.

If you get stuck in repeating what worked yesterday, you can miss the lessons that can create more opportunities for you.



- S staying focused on moving forward
- T truth about your behavior
- E extracting and implementing lessons
- P pausing long enough to think things through

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Have a clear vision of where you want to go.

If you don't have a clear picture of where you are headed, it becomes easy to stay where you have been.



- S stay with your purpose
- T trust your instincts
- E environment kept drama free
- P pausing long enough to think things through

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# Adjustments must be made in a timely fashion.

When you procrastinate with the decisions you know you need to make, the terrain will change and now you aren't prepared to do what you were going to do.



- S stop over analyzing and take action
- T take things at a manageable pace
- E engage others you trust in the process
- P pausing long enough to think things through

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Never keep people who don't share a common purpose, common agenda and a common commitment with you.

If you are constantly having to drag, pull or push people to go forward with you, you will run out of the energy necessary to make the journey. You must be willing to clear the dead wood!



- S stop building an orphanage
- T take the drama out of the equation
- E examine the commitment of the people
- P pausing long enough to think things through

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Gather the mental strength to deal with the unexpected and find the pathway to continue to move forward.

The terrain of business is always changing, and you must not let the terrain dictate what you do.



- S stay focused on the purpose
- T take all things at a manageable pace
- E education, education, education
- P pausing long enough to think things through

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# Expect resistance and be prepared to address it.

Change will always create resistance, which you must be prepared for and strong enough to address.



- S stop reacting and always respond
- T talk improvement, not change

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- E exercise patience until you start tolerating behavior
- P pausing long enough to think things through

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#### Last Leader'ism

An organization is a living, breathing thing, which means it has to be nourished and fed the right behaviors. If it is not fed what it needs to grow, it will die. The greatest food it needs is Change! If leadership is not willing to Embrace Change, they become responsible for the death of the organization.

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