



Time for change...

Changemanagement basics & leadership challenge



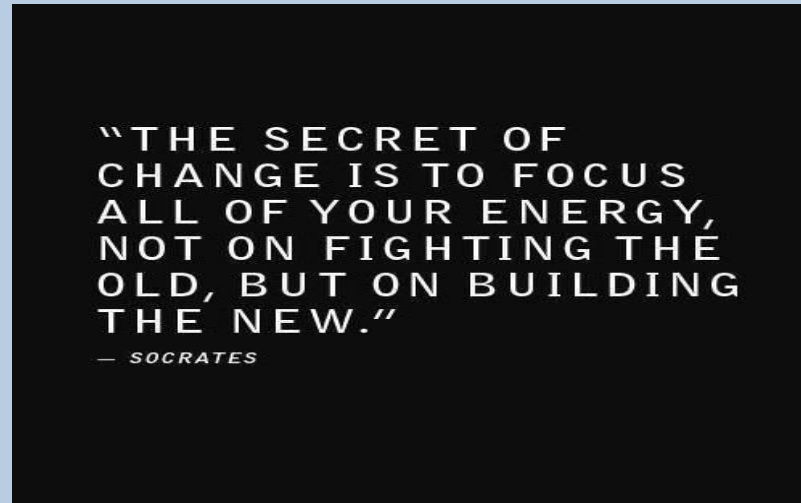
„Things do NOT **change** – WE do!“
Henry David Thoreau

„Love it, **change** it or leave it!“
Anonymous

„It's not the strongest of the species
that survives nor the most intelligent,
it's the one that is the most adaptable
to **change**!“
Charles Darwin

„If you focus on results, you'll never
change – if you focus on **change**, you'll
get results!“
Jack Dixon

„You cannot **change** the direction of
the wind, but you can adjust your
sails to reach your destination...“
Anonymous




„Progress is impossible without **change**,
and those who cannot **change** their minds
cannot **change** anything!“
George Bernard Shaw

Smart quotes on change...

„Organizations don't **change** –
people do!“
David Firth

„**Change** is not pleasant, but **change**
is constant.
Only when we **change**
and grow, we'll see a world we've
never known!“
Anonymous

„**Change** is inevitable – progress is
optional!“
Tony Robbins



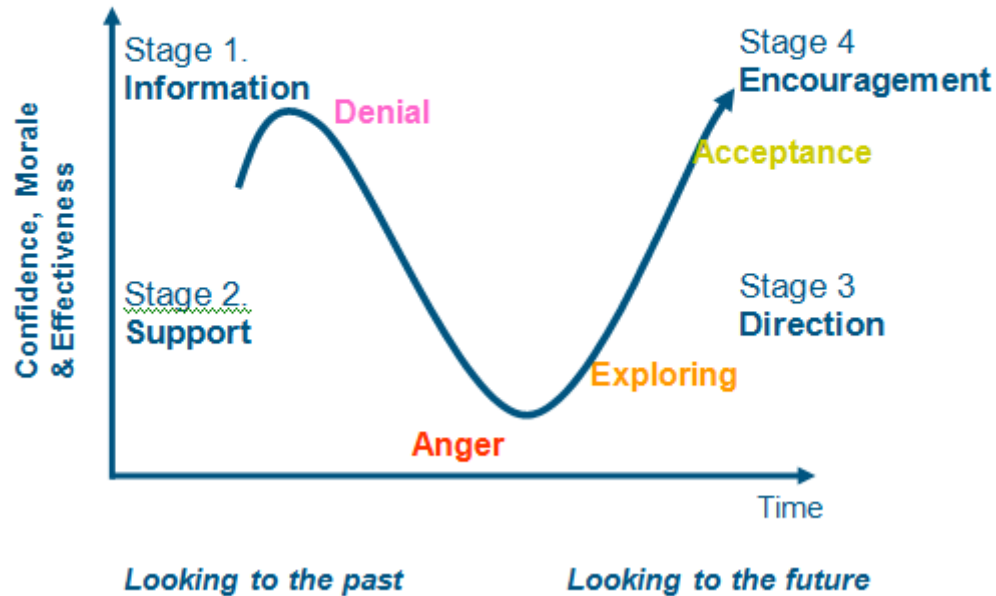
**Change is a process,
not an event.**

Successful change needs...

- ... clear communication**
- ... vision sharing**
- ... commitment to goals**
- ... dedication to the job**
- ... faithful teamwork**
- ... personal responsibility**
- ... open leadership**
- ... clarified processes**

...and again communication!!

The Change Curve



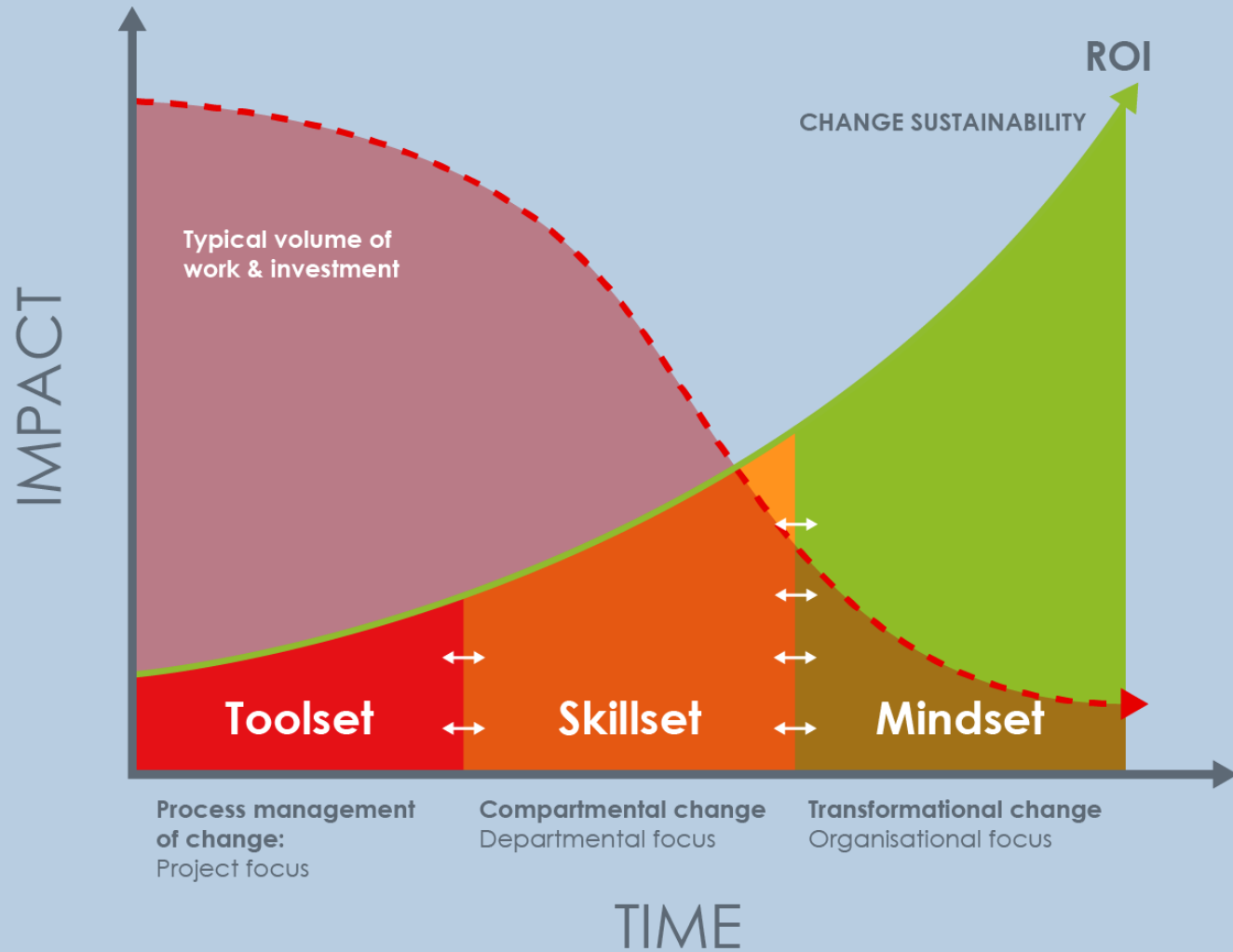
Typical phases in change processes...

(Kübler – Ross)

Where are YOU at the moment?

Is there an abbreviation from stage 1 directly to stage 4 ?

What can YOU do to support the staff in process?



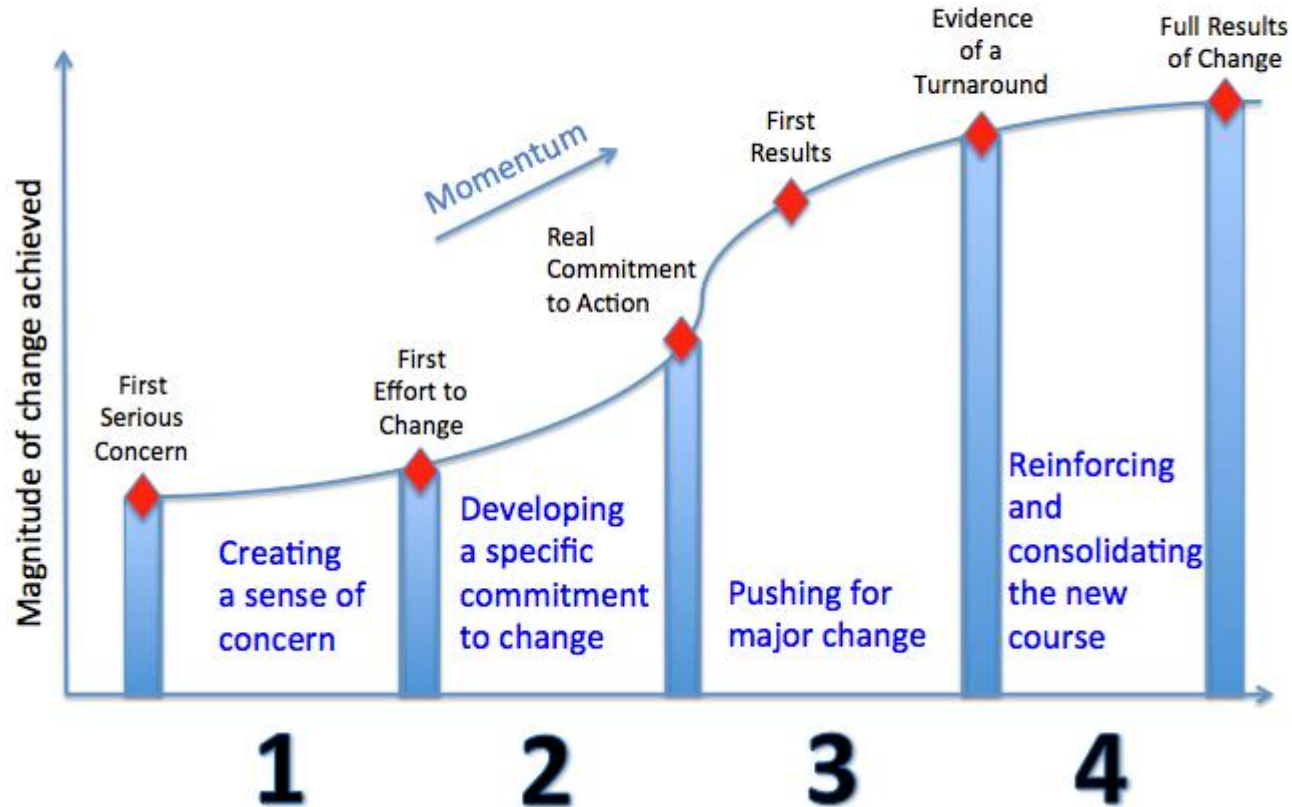
What is your invest on change processes – what can you expect ...



**High initial invest to get things started:
you will need time, manpower
and money to create a vision and
the setting for a change!**

„No problem – no change!“

The phases of organizational change



A short look at the typical phases in process...



You need:

- common awareness and understanding of the situation
- clear vision
- strong leadership
- commitment, dedication and discipline
- projectmanagement and monitoring
- patience and positive thinking!

How can you be successful?

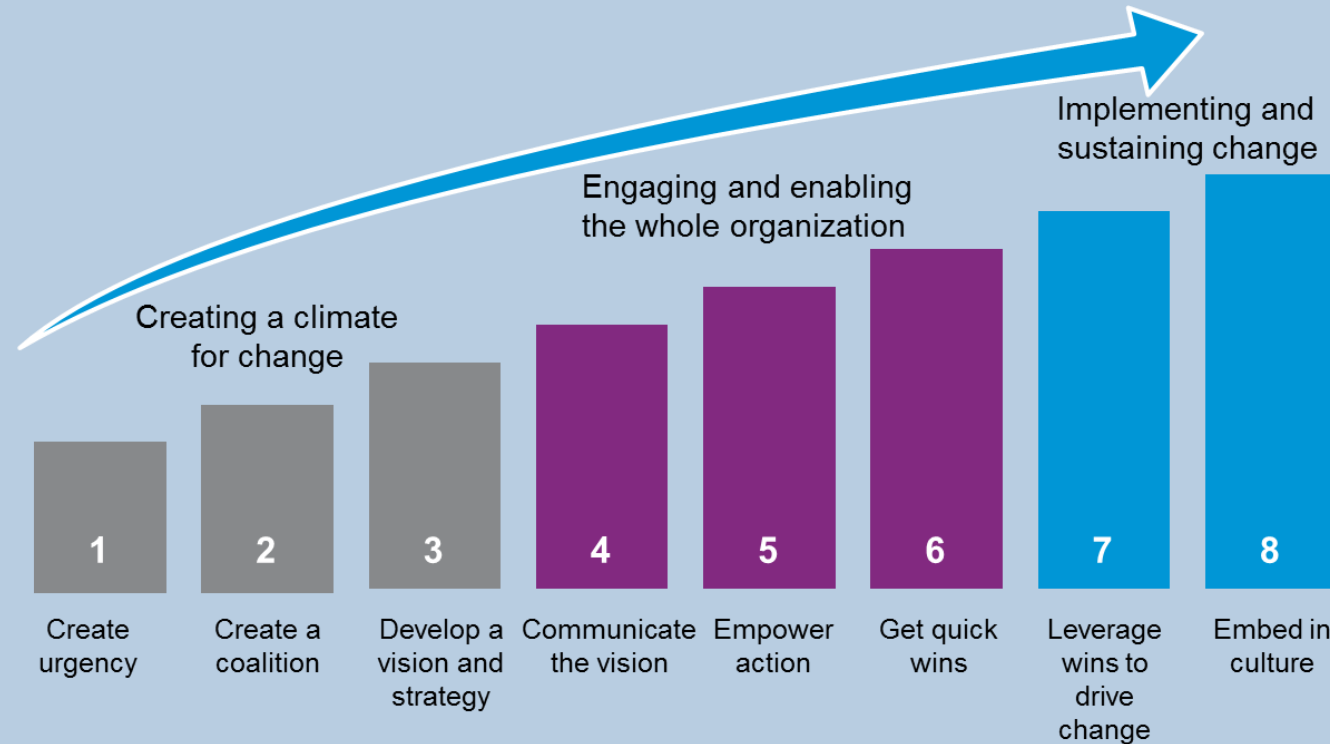
8 steps by John B. Kotter



Another picture by Dr. Kotter – same message!

Enriched by „quick wins“ and – more important – „leverage wins“ as one of the main drivers of change!

This will keep up motivation and momentum...



**The 8-Step Process for Leading Change – Dr. John Kotter*

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Organizational Change

Facebook Poll, December 2009

Which of John Kotter's steps to transformation is most challenging for your company?



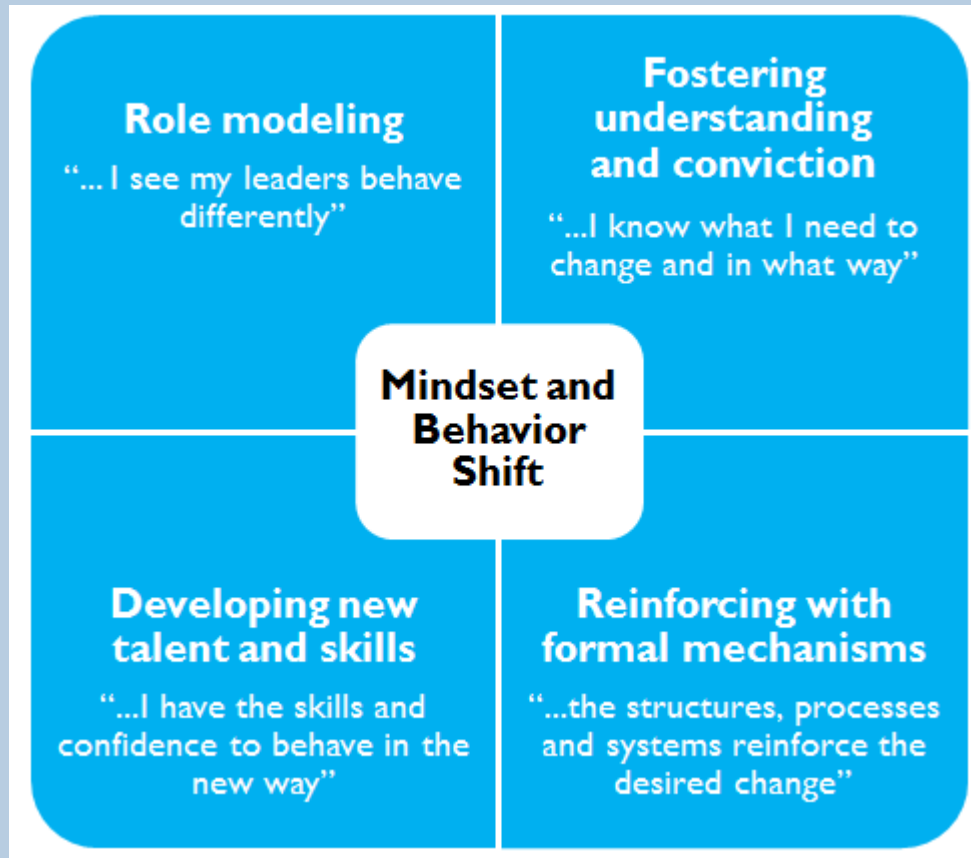
Steps of change can be challenging...

A little survey on Kotter's theory...

What do YOU think are the most challenging steps in YOUR change process?

What can be helpful?

What should be avoided?



Survival in the jungle of transition...

Adjust your mindset!

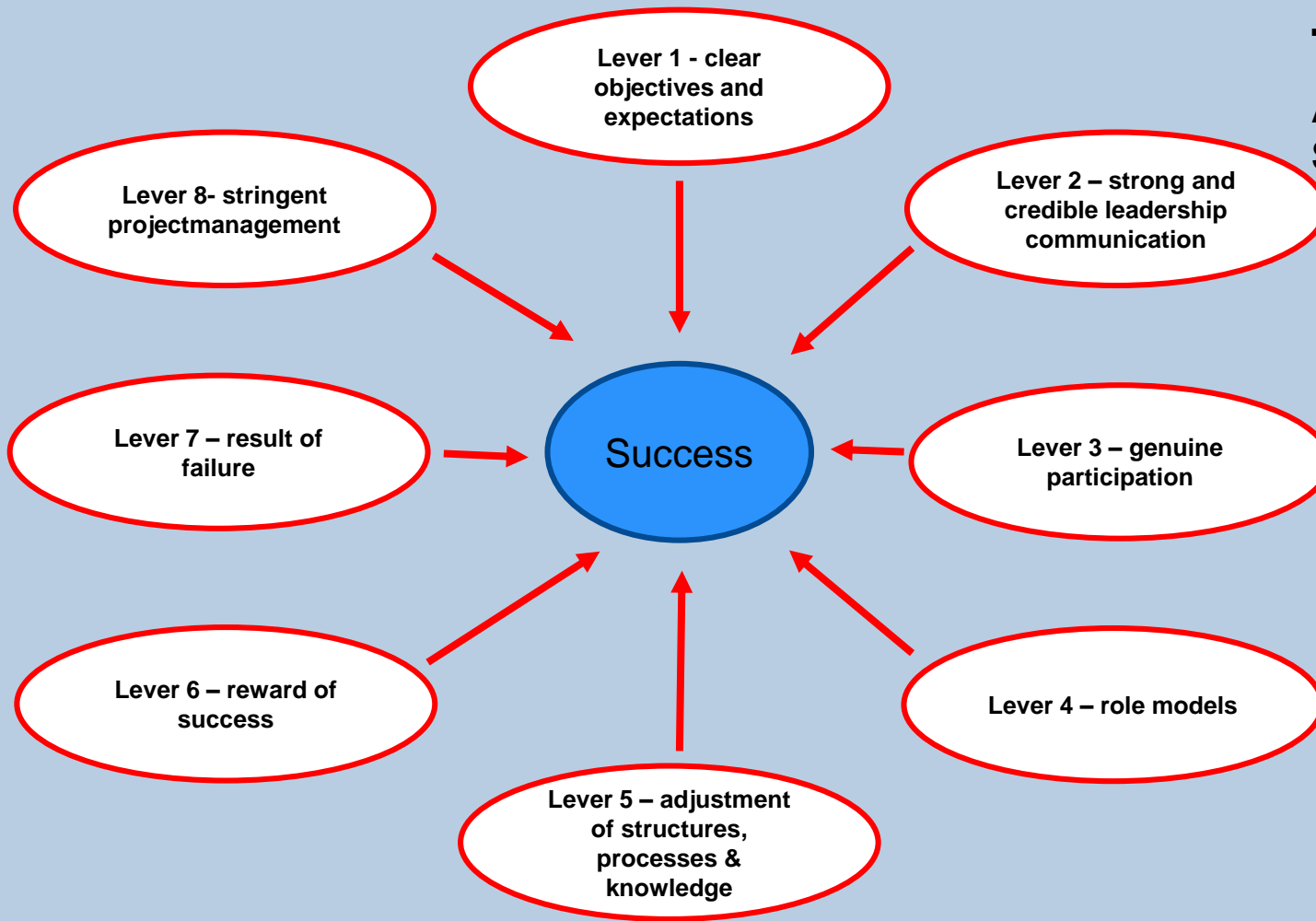
What are the roots of one's personal mindset?

How would YOU describe the framework of a mindset?

What are the key factors to change people's mindset?

The 8 levers of change©

A practical method by Strasser & Strasser / Munich



The 8 Levers of change:

Lever 1 – clear objectives and expectations:

Employees know the objectives for change both for the company and also with respect to their personal working environment.

Lever 2 – strong and credible leadership communication:

Employees understand all information on the project as a personal, credible statement from the top management.

Lever 3 - Genuine participation:

Employees know and use the opportunities to actively participate in the change process.

Lever 4 - Role models:

Employees are informed of successes in implementation and best practice and strive to achieve a similar performance.

Lever 5 - Adjustment of structures, processes and knowledge:

Employees know about structural and process changes and they learn to deal with the new requirements.

Lever 6 - Reward of success:

Employees are aware of how personal benefits will arise from the successful implementation of change.

Lever 7 - Result of failure:

Employees are aware of how they themselves could be harmed as a result from the failure to achieve important goals and expectations of change.

Lever 8 - Stringent project management:

Employees know the milestones of the project plan and monitor the implementation process.

The 8 levers of change©

A practical method by Strasser & Strasser / Munich





“Don’t be afraid of change. You might loose something good, but you’ll gain something better!”
(Unknown)



**Thank you for your
attention –**

**Any
questions?**