

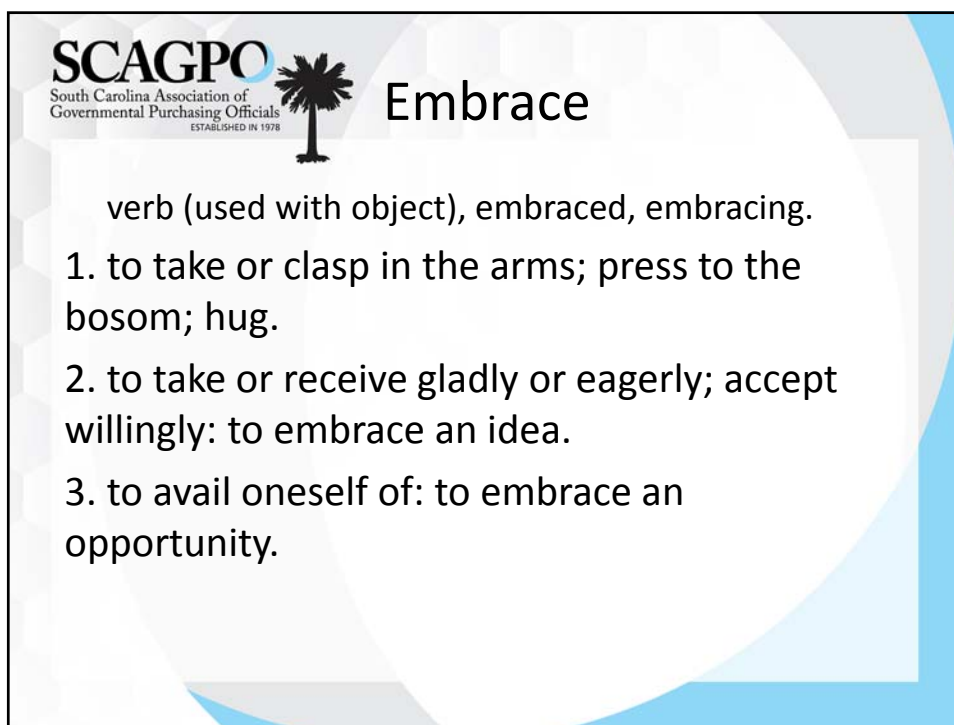
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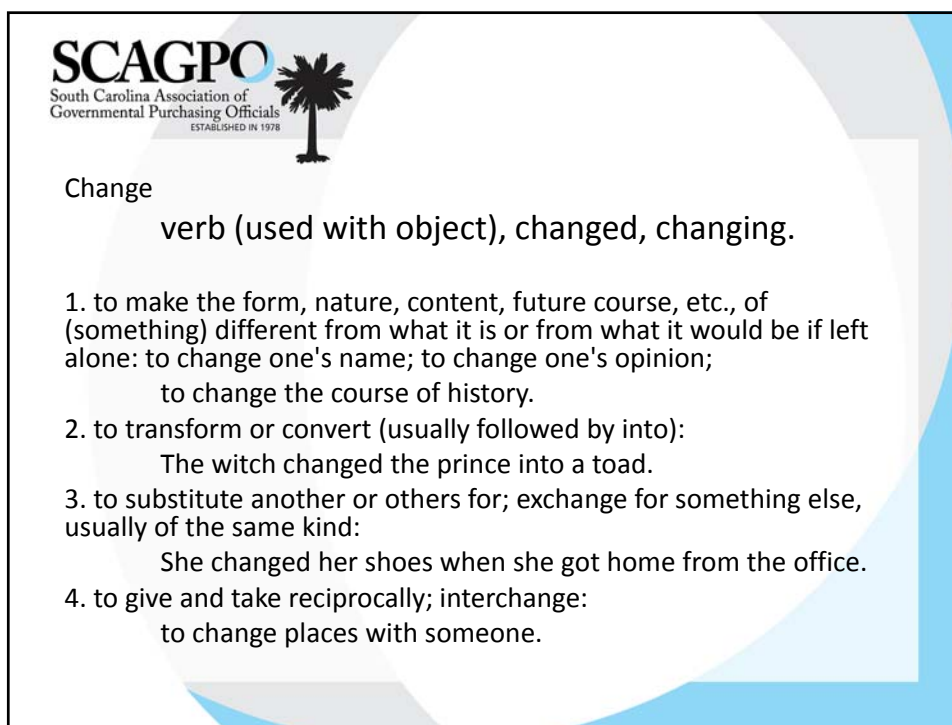


Embracing the Cactus called
“Change.”

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Noun

19. the act or fact of changing; fact of being changed:

They are pleased by the change in their son's behavior.

20. a transformation or modification; alteration:

They noticed the change in his facial expression.

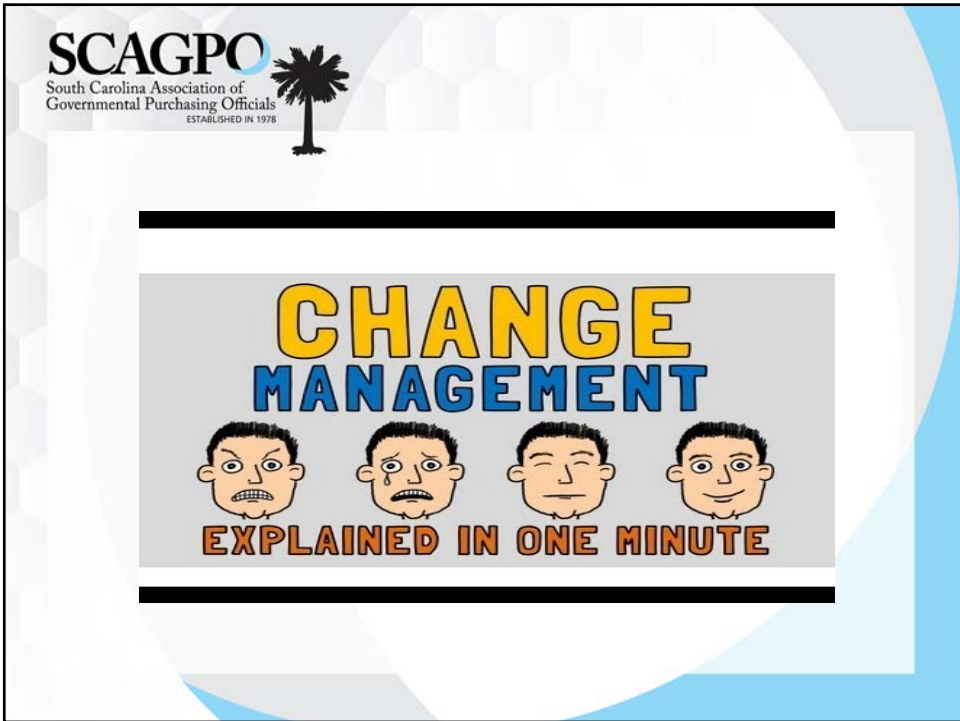
21. a variation or deviation:

a change in the daily routine.



Group Exercise

- Work with a partner to identify at least one change they've experienced in the last 3 years.
- Have they "embraced" the change?
- Why or why not?
- What would have made the change more "embraceable"?





Facilitate Change

What are some steps to facilitate change in an organization?

- Change what needs changing...not what's easy
- Re-recruit your best people
- Forget for success



Let go...

“It is easier for companies to come up with new ideas than to let go of old ones.”


Peter Drucker – Austrian born American management consultant, educator and author.

1909 - 2005



Steps

- Focus on strengths
- Remove barriers
- It all starts with belief
- Simplify your message
- Let your actions speak



Steps

- Celebrate success
- Measure results
- Set the stage for innovation
- Stand with them, not above them
- Reinforce, reinforce, reinforce



To do

- Make a list of 3 things you'd like to change in the next year
- Establish a timeline
- Create a roadmap
- Share with a colleague or friend



Reach out

- Use this event to meet new people and forge new relationships.
- They may share a positive change or lessons learned to help you avoid a negative experience.
- In spite of rapid advances in technology, make this conference an experience of human interaction.




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Discussion

- What was the message in the video?
- How might you use the message to improve your conference experience, workplace and home interaction?


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Take-aways

- Remember one of the definitions of “embrace” - to take or receive gladly or eagerly; accept willingly: to embrace an idea
- Change what needs changing...not what’s easy
- Forget for success
- Measure results
- Reinforce, reinforce, reinforce


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Change the perspective

- Idea(s) for state agencies and other governmental units


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Embrace it!

- Enjoy the conference!
- Comments, questions, suggestions?
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