

MAKING "CHANGE"

One of the most important aspects of life in the "post modern" era is the quick embracing of "Change." Few can deny the rapid change that effects our lives today. Those who "change" effectively will be less stressed, more productive and more successful. The one great skill we can model for our young people is the skill of "making change" work for us not against us.

There are a few things to keep in mind:

- 1) There will be change whether we want it or not. If we do not "lead" it, it will
- 2) lead us.
- 3) The "good old days and the good old ways" probably were not as good as we would like to think.
- 4) Everything we are doing today will be done differently in a few years, if not by us then by our replacements.
- 3) Effective change begins with developing the right attitude. Cultivating a desire to do things better and nurture our inquisitive nature so it can expose us to "new" technologies and concepts.
- 4) Change can be fostered by something as simple as signing up for cross training in our field or seeking training in another related field. Perhaps seeking a better understanding of cultures or leaning more about the differences in approach to life found.
- 5) All change begins with the leader.

Change agents:

- 1) To be an agent for change, model change.
 - a. Move your office around.
 - b. Make your rounds on different schedules and paths.
 - c. Include some new faces on you committees.
 - d. Use the word Change or improve frequently to get people in the frame of mind.
 - e. Reward people for trying new things.
 - f. Hold those who are looking for new ways of doing things up as examples for your staff.
 - g. Explain the need for "making change" the way of life as a training vehicle for everyone in the organization.