

THE CHALLENGE: MAKING CHANGE HAPPEN



One of the most important aspects of life is change. Although there may be universal truths that do not change, few deny that almost everything we experience does change. The rapid change we experience today affects our lives in ways humans have not experienced before. Those who “change” effectively will be less stressed, more productive and more successful. The one great skill we can model is the skill of making change work for, not against, us. Here’s why:

Five Important Things To Keep In Mind About Change

- 1. There will be change whether we want it or not.** If we do not lead it, it will lead us.
- 2. The good old days and the good old ways** probably were not as good as we would like to think or remember.
- 3. Everything we are doing today will be done differently** in a few years; if not by us, then by our replacements.
- 4. Effective change brings improvements.** It begins with developing the right attitude. It cultivates a desire to do things better and nurtures our inquisitive nature, exposing us to new technologies and concepts.
- 5. Change is organic.** Changing the way or order in which we routinely do things creates new neural pathways in our brains. These can be fostered by simple “little” things like signing up for cross training in your field, seeking training in a related field, or even as simple as taking a different route to work.

***The only thing that doesn’t change
is that everything changes.***

***So why not DIRECT the change
that you want to see?***



“THE ORIGINAL” MIKE SMITH

The Process

Group change begins with you. Whether you are the designated leader or not, you need to help create positive change. This is not a “top-down” hierarchy.

Use word replacement. To improve feelings toward the “changes” you want to see, try using new words. Everyone talks about “change” but deep down inside, very few like the idea of changing themselves or what they are doing. Consider using words like improve, modify, convert, and innovate to replace “change.”

Be what you want to see! Model being an agent for change. Consider rearranging your workspace just for the “change of it.” Embrace a new technology. Dress differently for a day or two.

Interact with your team in a different pattern. If you “make rounds” do it on different schedules or paths. If you don't make rounds, make some. If you always walk to a certain place in the building a certain way, change it. When you sit in groups sit in a different place each time; then check out the perspective from that vantage point. Perspective filters attitude and attitude filters action. Change perspectives to fully embrace the change.

Add new faces on your daily experience or work groups but keep the old. Take 30 seconds and list 10 people from your daily routine. Those are the people who have your attention, most likely in the order they have it. You can purposely add and subtract people from that list for the next day to change your perspective and increase your and their effectiveness.

Reward people who try new things. Hold up those looking for new ways of doing things as examples for your team.

A CHECKLIST FOR MAKING CHANGE HAPPEN



- Group change begins with you.** Whether you are the designated leader or not, embrace the idea of change. It's not a “top-down” hierarchy.
- Use word replacement.** Instead of the word “change,” consider using words like improve, modify, alter, adjust, convert, or innovate.
- Be what you want to see!** Model being an agent for change.
- Interact in a different pattern.** Perspective filters attitude and attitude filters action. Change perspectives to fully embrace the change.
- Add new faces but keep the old.** Make a people list and rearrange your workgroups and daily schedule to spend time with a different team.
- Reward people who try new things.** Hold up those looking for new ways of doing things as examples for your team.

Lead change so it does not lead you!

