



Leading Change Teleconference

*Presented by
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"We cannot become what we need to be by remaining what we are."

- Max De Pree

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Dealing With Personal Change

In the last five years, what are some of the significant changes you have incorporated into your life? Examples might include:

- | | | |
|-----------------------------------|------------------------------|-------------------------------|
| Changing jobs or companies | Learning to use a PDA | Learning something new |
| Moving to a new location | New boss or employees | Divorce or marriage |
| New child in the family | Death of a loved one | Loss of job |

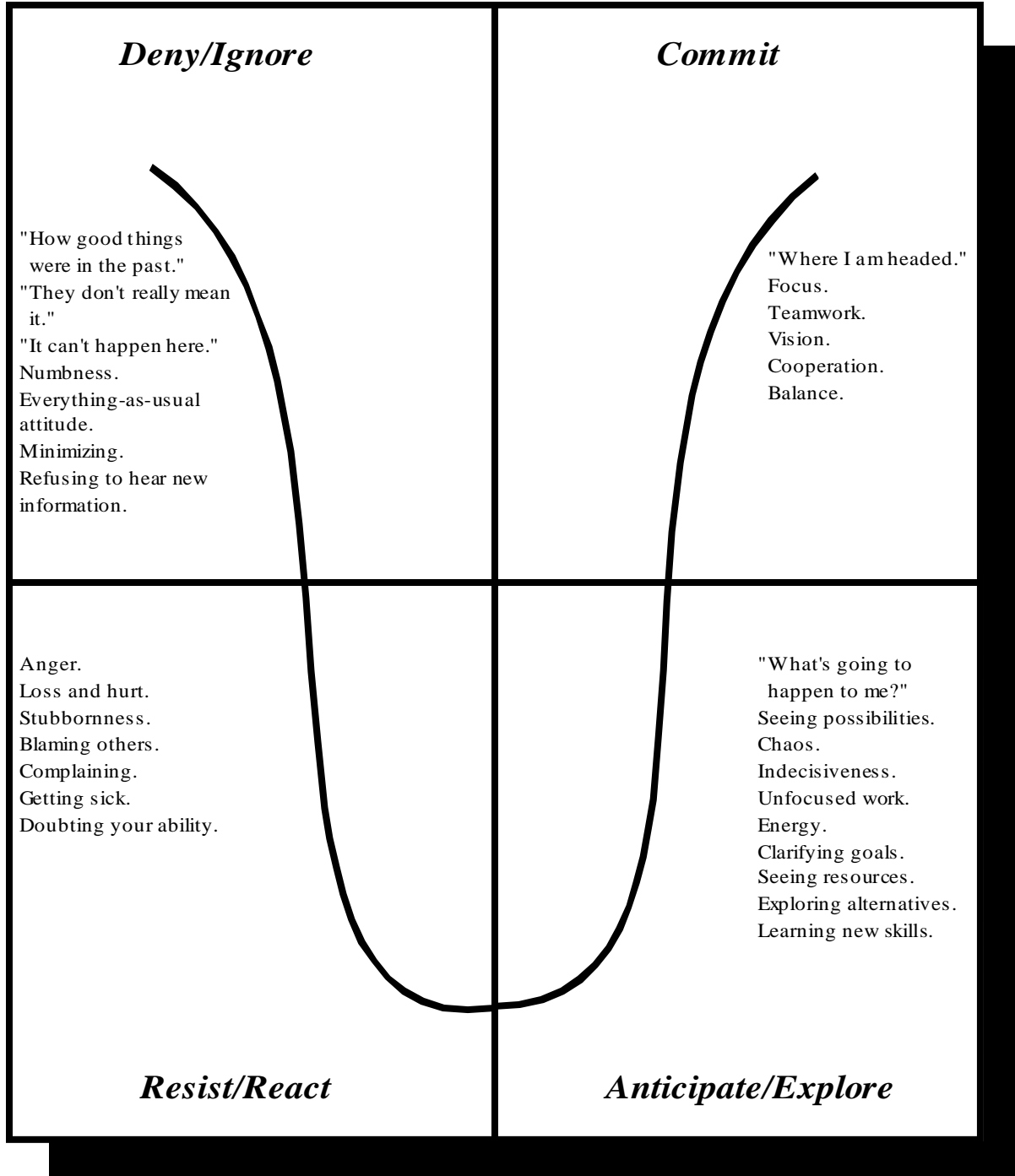
List Major Changes	Positive	Negative
1.		
2.		
3.		
4.		

Organizational Change

What changes have taken place in the economy, environment, or in your industry over the last 5 years resulting in a need for you/your organization to adapt to change?

List Major Changes	Positive	Negative
1.		
2.		
3.		
4.		

Transition Curve



**Personal Change
Precedes
Organizational Change**

**The Seven
Deadliest Words
of Change**

*We've Never
Done it That Way Before!*

Personal Change From the Inside Out

Five tips that will make a difference!

1. Create a personal vision statement.
2. Focus on what you can do...rather than on what you can't do.
3. Create a willingness to learn...accepting that change is an attitude.
4. Develop a perspective of abundance.
5. Learn to love ambiguity.

What we know about change!

1. There are no quick fixes.
2. Understand the law of the farm.
3. Change is messy.

What Can We Do to Adapt to or Facilitate Change?

<i>1. Ask yourself, how have I changed?</i>
<i>2. Involve everyone, especially negative informal leaders.</i>
<i>3. Change what you reward.</i>
<i>4. Increase communication.</i>
<i>5. Promise problems.</i>
<i>6. Focus on your vision.</i>
<i>7. Recognize slow change does not work...leave skid marks.</i>
<i>8. Stay in the aim frame...where do you want to be?</i>
<i>9. Provide training.</i>
<i>10. Recognize there may be casualties...new blood may be needed.</i>
<i>11. Look for hard tangible results...keep score.</i>
<i>12. Get passionate and get excited about change.</i>