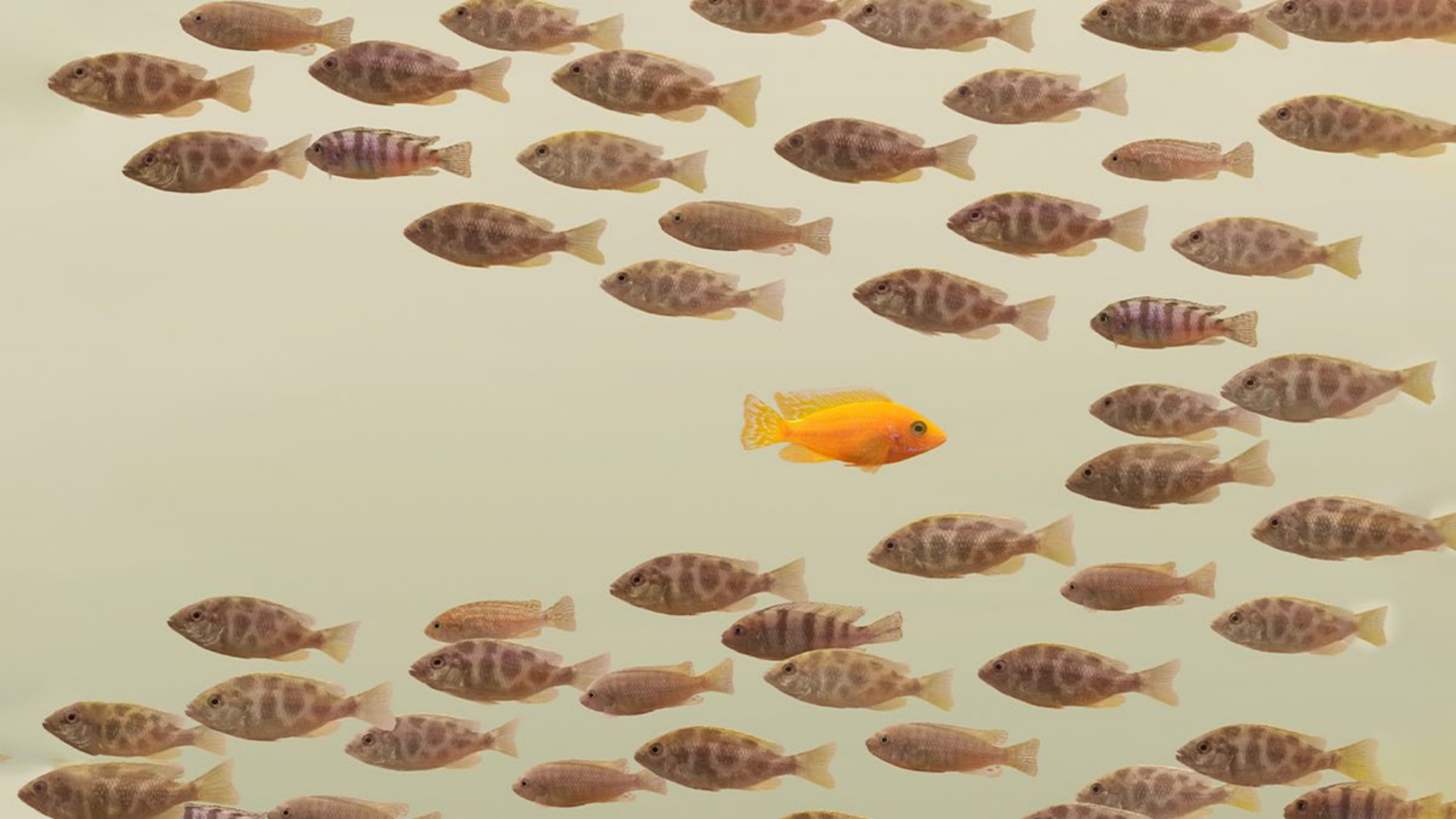
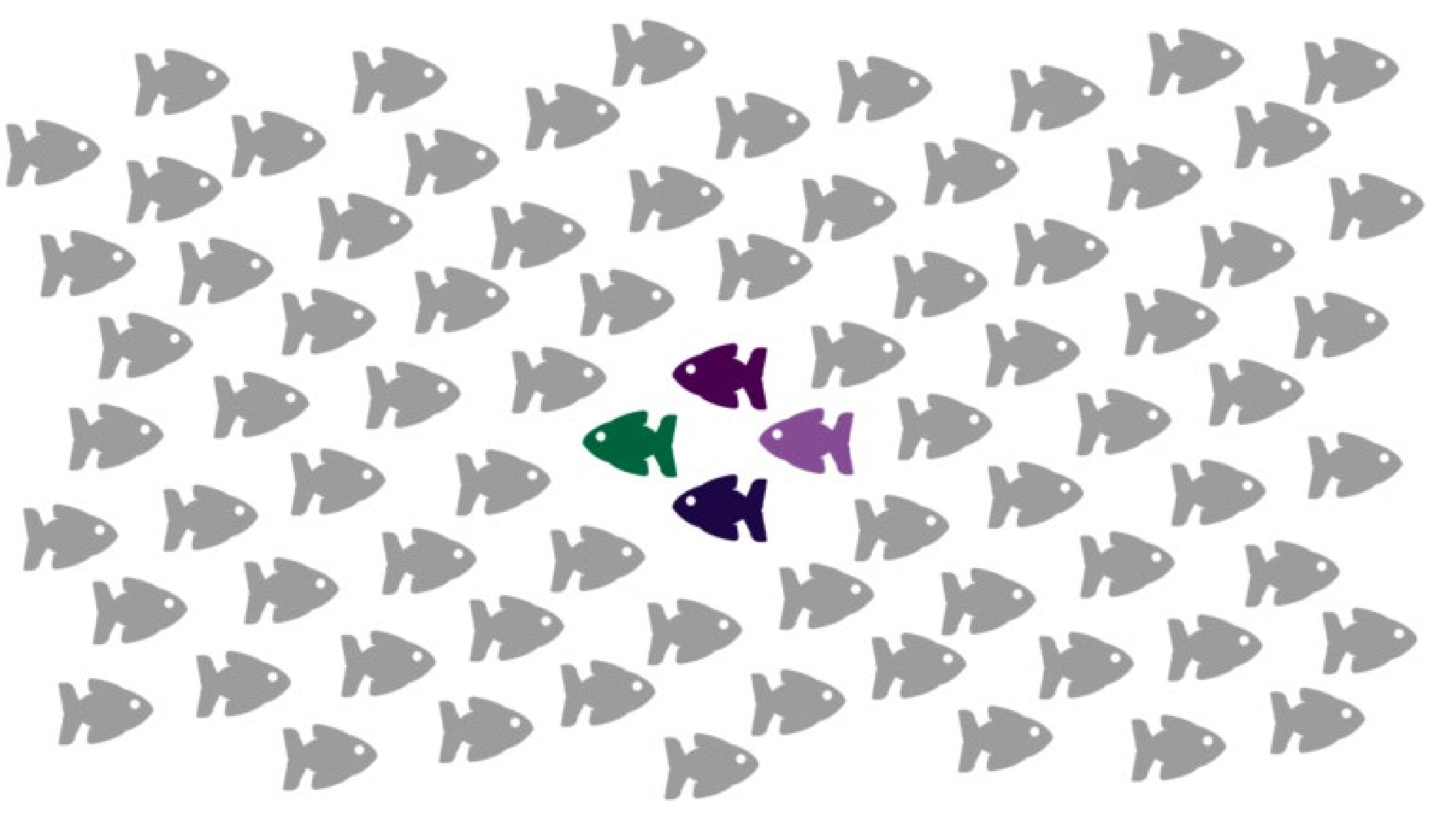


CHANGE



loading...





THINGS
NOT
TO SAY

Exactly what not to say when you're leading people through change..

- The proposed changes are great. I can't understand why you don't like them.
- God told me this is what we should do.
- We've got this all figured out. Trust me.

- I know you love the past. It's completely irrelevant...focus on the future.
- Everyone needs to get on board right now.
- I know people are leaving...who cares?
- This plan is bullet-proof.



Simon Dewey

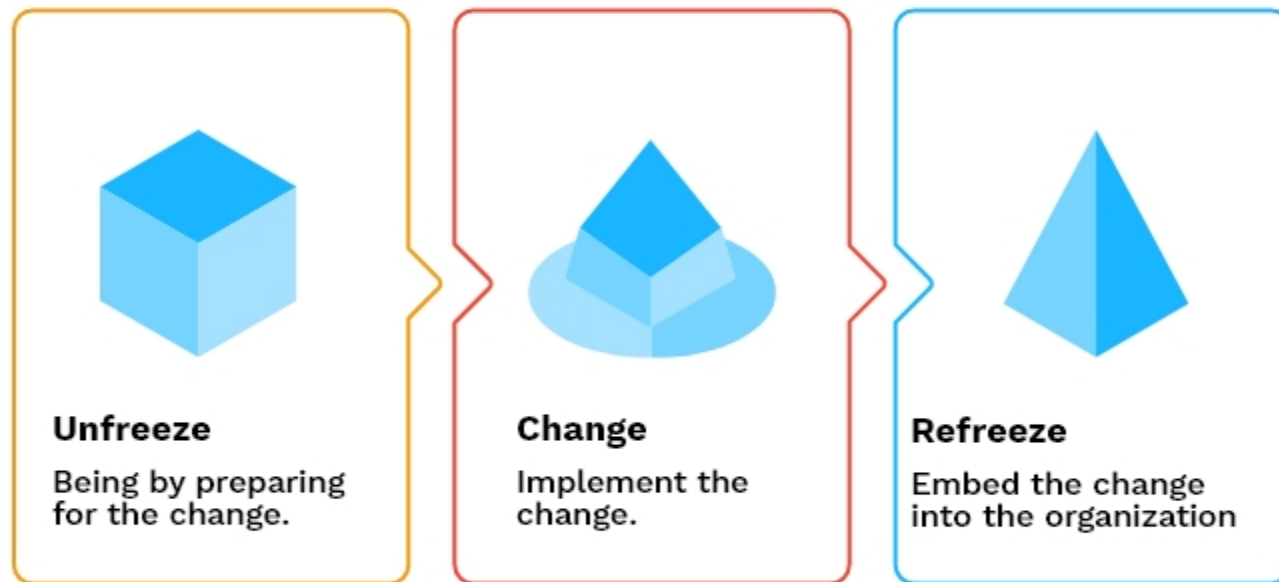
1 Peter 5:2 (NIV)

“Be shepherds of God’s flock that is under your care, watching over them – not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve.”



“If you want
truly to
understand
something, try
to change it”
- Kurt Lewin

Lewin's model

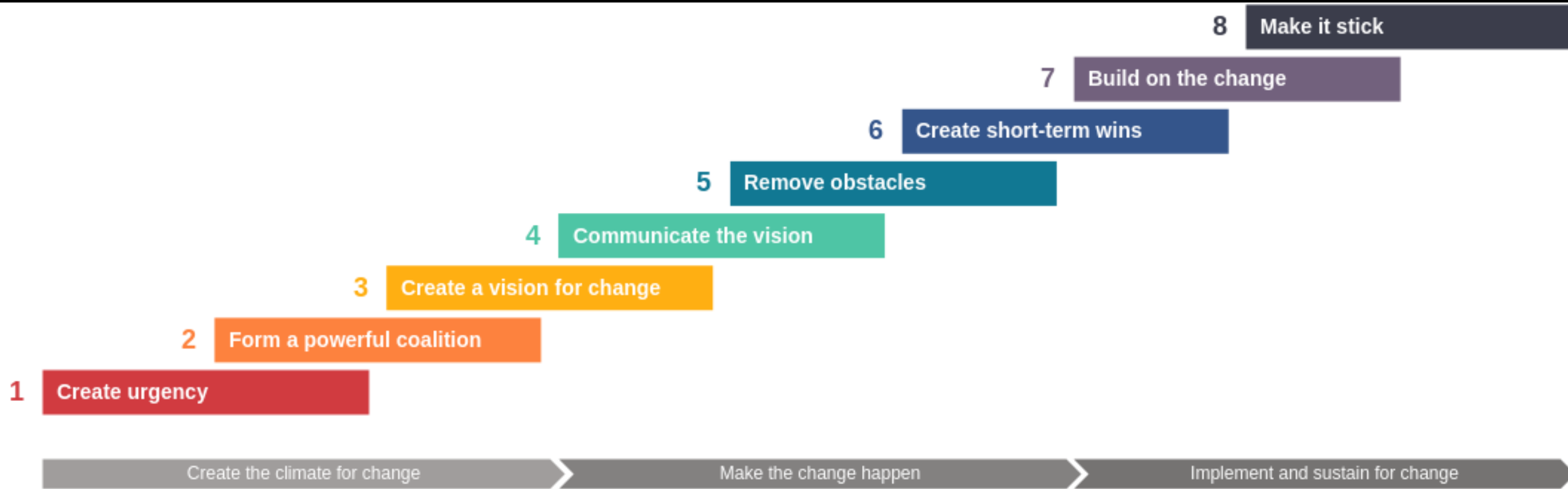




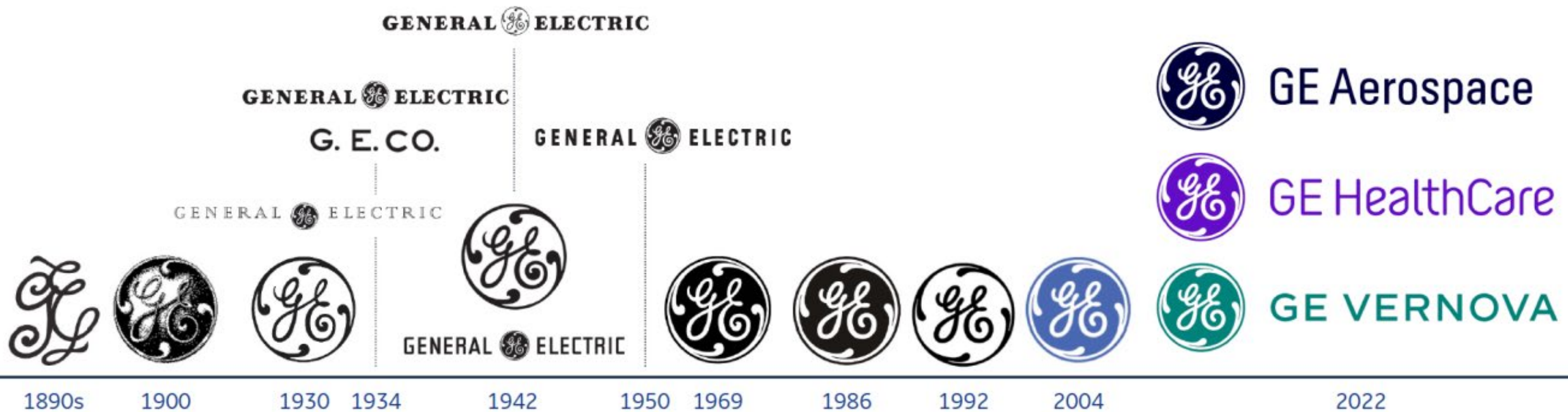
We are moving from episodic to continuous change. With this shift, urgency will move from being an important issue every few years to being a powerful asset *all the time*.

John Kotter

	Urgent	Not Urgent
Important	I Fire Fighting Crises Pressing problems Deadline-driven projects	II Quality Time Prevention, capability improvement Relationship building Recognizing new opportunities Planning, recreation
Not Important	III Distraction Interruptions, some callers Some mail, some reports Some meetings Proximate, pressing matters Popular activities	IV Time Wasting Trivia, busy work Some mail Some phone calls Time wasters Pleasant activities



The Evolution of the GE Monogram



LEGO

1934

FABRIKEN *LEGO* BILLUND
— FABRIK FOR LÆGGEKUGLE OG LÆGGETØJ —

1936



1939-1949

LEGO
Klodsen

1946



1950-1954



1952-1953



1953-1955

LEGO

1953-1955



1954



1955



1955-1959



1958-1959



1960-1965



1965-1972



1973-1998



1998-

**DOMINO'S
PIZZA**



**DOMINO'S
PIZZA**

1965

1969



1996

1975



Domino's®

2012

McDonald's
FAMOUS
BARBECUE

1940-1948

15 McDONALD'S 15
FAMOUS
HAMBURGERS
BUY 'EM BY THE BAG

1948-1953

McDonald's®

1953-1968



1961-1968



1968-PRESENT



1975-PRESENT



1993-2010



2003-2006



2006-PRESENT



2018-PRESENT

BEST PRACTICE



Forbes research shows that only 38% of people like to leave their comfort zone.

The other 62%, however, look at that same exact statement and immediately feel fear and discomfort.

- Define Clear Goals
- Be Honest and Transparent
- Train and Reassure Your Teams
- Encourage Conversations and Communicate Regularly
- Listen to Your Employees
- Bring Your Leaders on Board

- Choose the Right Communication Tool
- Empower Your Employees
- Encourage Knowledge Sharing
- Document and Make Information Easily Accessible
- Recognize and Reward
- Make it Social

