

Implementing change : Lessons I have learnt

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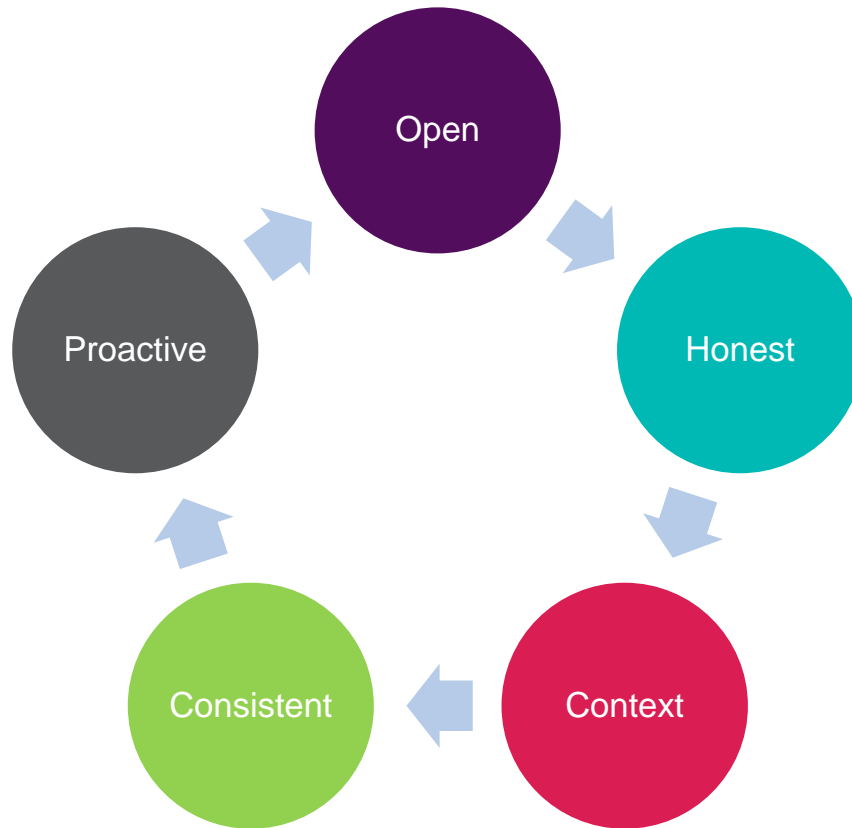
LESSON ONE – involve people from the start

Successful change depends on:

- teams understanding and sharing the organisation's vision
- buying into the reason for change
- being included in the planning
- trusting the leadership



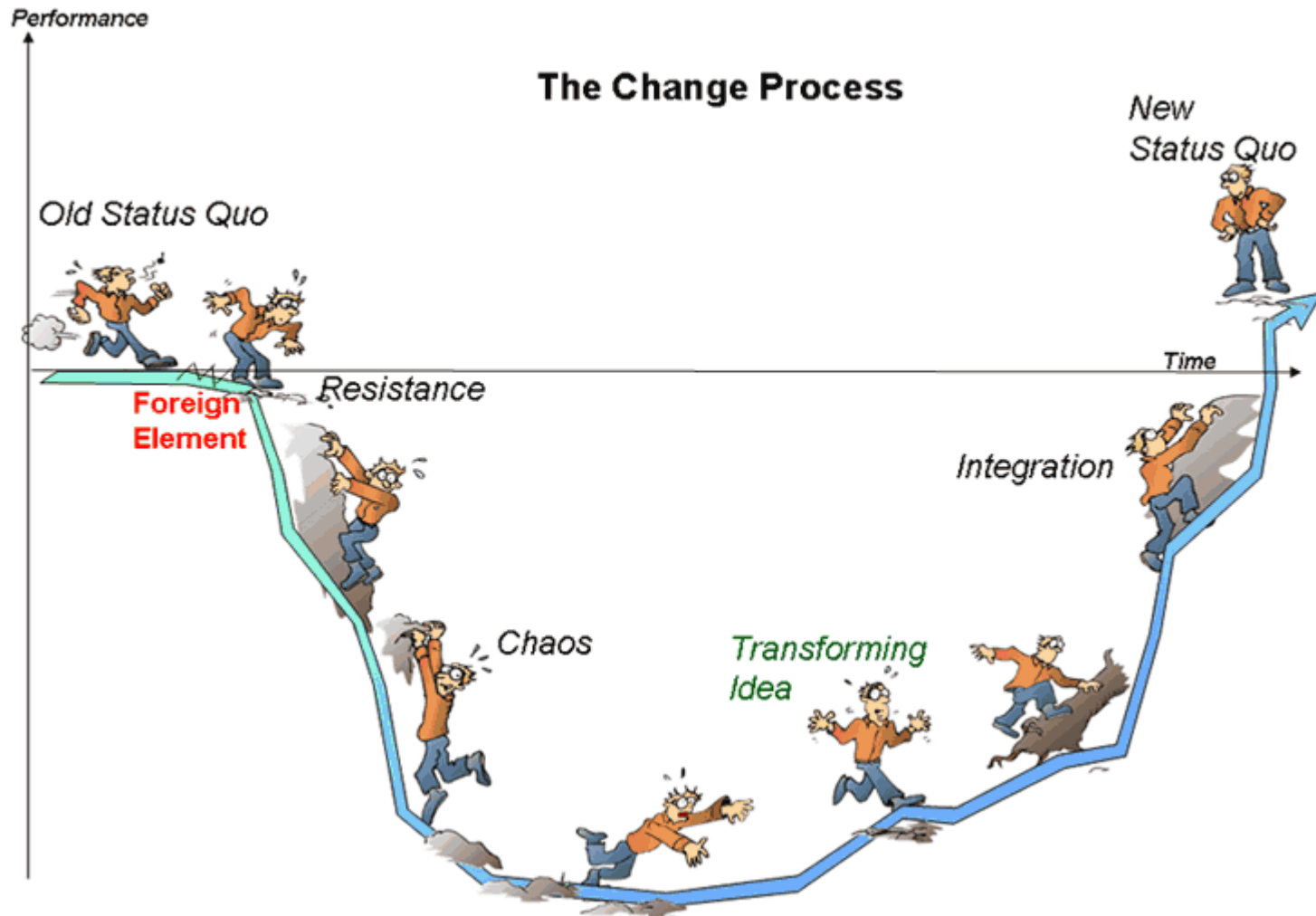
LESSON TWO – communicate



“What you do in the hallway is more powerful than anything you say in the meeting room”



LESSON THREE – don't underestimate the emotional journey



LESSON FOUR – spot and encourage the early adaptors



LESSON FIVE – celebrate quick wins

Great opportunity to
(re)motivate staff

Fuels momentum

Keeps the rhythm going

Feels good!



LESSON SIX – stay focused but flexible

What CAN change

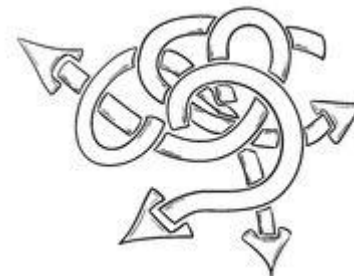
eg:

- Timescales – within reason
- Priorities – due to operational demands
- Composition of teams

What CAN'T change

eg:

- Values
- Overall strategy
- Commitment
- Focus
- Communication



LESSON SEVEN – renegotiate the (psychological) contract

Who moved my Cheese?

Cheese station N "Handwriting on the Wall"



Change Happens

They Keep Moving The Cheese

Anticipate Change

Get Ready For The Cheese To Move

Monitor Change

Smell The Cheese Often So You Know When It Is Getting Old

Adapt To Change Quickly

The Quicker You Let Go Of Old Cheese, The Sooner You Can Enjoy New Cheese

Change

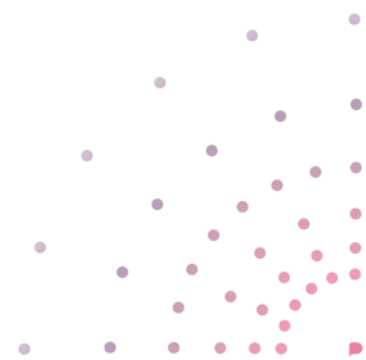
Move With The Cheese

Enjoy Change!

Savor The Adventure And Enjoy The Taste Of New Cheese!

Be Ready To Change Quickly And Enjoy It Again

They Keep Moving The Cheese.



LESSON EIGHT

**“The only thing that
is constant is
change”!**

Heraclitus

