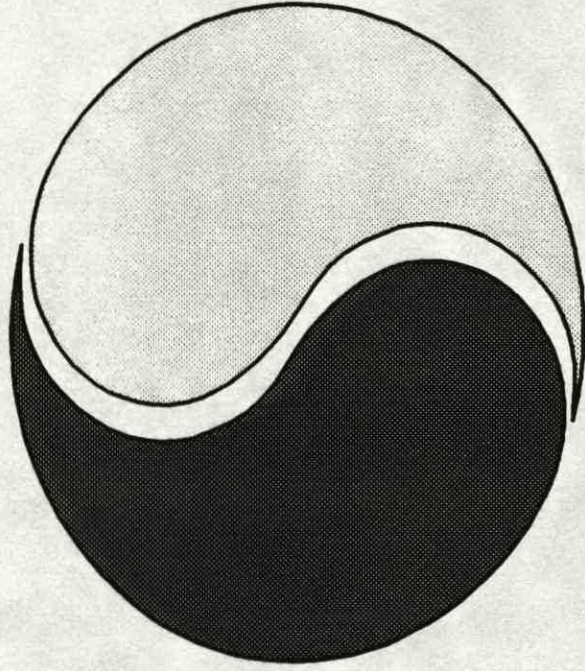


MANAGING CHANGE



IN TURBULENT TIMES

Changing, But Not Happy About It

Thanks to corporate downsizing, global competition, and pressure from women and minorities for more influence in the workplace, U.S. executives see their environment changing faster. But they aren't sure their companies can keep up. Below, the number of 400 executives surveyed in July who said:

- Change in their companies is rapid or extremely rapid..... **79%**
- They have a conservative or reluctant approach to change..... **62%**
- The pace of change will accelerate..... **61%**
- Their companies are very capable of coping with change..... **47%**
- Their companies have formal structures to handle change..... **44%**
- Large corporations are best equipped to manage change..... **32%**
- They could not name a company good at managing change..... **25%**
- General Electric is the best company at managing change..... **17%***

* Most Named Company

Data: PROUDFOOT CHANGE MANAGEMENT

MANAGING CHANGE

Overview of Managing Change

- Most organizations experience constant change
- Most people have mixed feelings about change
- Initiating & managing change in organizations is a complex process

MANAGING CHANGE

3 Major Objectives

- Learn more about the substance of change
- Learn more about the process of change
- Learn more about group dynamics

Individual Exercise

Testing Your Assumptions About Managing Change - A True-False Test

- Take the next 15 minutes to complete the T-F test
- Transfer your responses to the Individual Scoring Form
- Put your name and team identification on the scoring form
 - This is for coding purposes only. Your individual score will be confidential
- When completed, hand in the Individual Scoring Form to the trainer
 - Hold on to your T-F test, you will use it in the next Exercise

Team Exercise

Working In Your Designated Teams To Complete The Team T-F Exercise

Guidelines for Team Exercise: Decide each item by "group consensus":

- Discuss each statement, support your views with examples
- Make a decision that all can live with & are willing to implement
 - Not unanimity
 - Not majority rule

The Managing Change Model

