

Reading Assignment - Managing Transitions, Part Three - Dealing with Nonstop Change in the Organization and Your Life. . .

How to Deal with Nonstop Change

1. Make the Transition to "Change as the Norm"
 - a. Recall times of "stability."
 - b. Determine if those "stable" times were preceded by chaos.
2. Rebuild Trust [Mutual Priorities are a Must - Realignment Technology]
 - a. Do what you say you will do [integrity].
 - b. Inform those impacted by your potential failure to perform.
 - c. Really listen to what people are telling you until you understand what is said.
 - d. Understand what matters to people and protect what matters to them.
 - e. Share yourself honestly.
 - f. Ask for feedback and acknowledge it when it is given.
 - g. Don't try to push others to trust you more than you can trust them.
 - h. Try to extend your trust of others in small increments from the current level.
 - i. Don't confuse being trustworthy with "being a buddy."
 - j. Don't be surprised when your trust-building activity is met with suspicion.
 - k. If all else fails - "tell the truth" [large *ProZone* candor works wonders].
3. Unload Old Baggage [Go to: #102 in 101 Acts of Realignment for BONUS GEMS].
 - a. Begin a dialog.
 - b. Follow-through with sincerity.
4. Sell Problems, Not Solutions [Go to: #103 in 101 Acts of Realignment for BONUS GEMS].
 - a. Fully understanding "problems" helps create common ground.
 - b. When people see "problems" differently, workforce polarity prevails.
5. Another Key to Managing Nonstop Change: "Challenge and Response"
 - a. Competition presents a challenge.
 - b. Potentially, every response creates a solution and possibly a new challenge.
6. The Final Key: Increasing the Organization's Transition-Worthiness
 - a. Shifting configurations creates opportunity.
 - b. New configurations provide insight into unseen barriers.

Summary

It is the accelerated pace of change that requires continuous innovation to overcome the losses that would otherwise follow. Keeping things the same as they have been is counterproductive. To pull out of the "transition" the prime strategy must be innovation.

Summary based on the book, Managing Transitions by William Bridges, Da Capo Press, 1991, 2003