



OFF THE TOP OF MY HEAD!

ExecuCoach360 Newsletter

“Finding Your Direction is Only the Beginning”

Leading Beyond Change

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We’ve all experienced it and we either embrace it or we resist it: change, that five letter word that moves us forward or holds us back. For the past several weeks I have been immersed in the complexity of change and its process. I have gained a new perspective regarding change and how it strengthens us (even in the worst of times).

In general, people resist change especially when things are going well. We find ourselves in our comfort zone and we do not want to leave. However, that comfort zone can quickly turn into the “danger zone.” In the business world, comfort zones are indicators that the organization is in “idle” mode and management should immediately begin to plan new ways to improve. In our personal lives, we become stagnate and sooner or later we find ourselves unfulfilled. To grow as a person, change is necessary. The greater the change is, the greater your chances are of growing professionally and personally.

Implementing any type of change is a challenging and exhausting task and it can feel like you are pushing a truck up a small mountain. Here are some tips to get you through the change process:

1. Do not view change as a bad thing. View the process as an opportunity to grow.
2. Push yourself or your team out of the “comfort zone.” Introduce change gradually and this will allow you to address and negate morale issues and help to identify any barriers.
3. Leaders must communicate the vision of change and get everyone involved in the change process.

4. Obtain feedback from others to discuss fears and to chase away any rumors that are circulating.
5. Prepare a strategic plan. Begin your plan with a strong communication component.

The amount of information available on the subject of change is limitless. Whether an individual desires to change a bad habit or a leader has a vision of restructuring his or her organization, change is inevitable.

I highly recommend a book by John P. Kotter and Dan S. Cohen; *The Heart of Change, Real-Life Stories of How People Change Their Organizations* (2002). The book offers a solid eight step model which guides the change agent from establishing a sense of urgency to implementing a new culture. The model is easy to apply to an organization or your personal life. Here is a sneak peak at the eight steps:

Step 1 – Increase a sense of urgency	Step 5 – Empower action
Step 2 – Build the guiding team	Step 6 – Create short term wins
Step 3 – Get the right vision	Step 7 – Don’t let up
Step 4 – Communicate for buy-in	Step 8 – Make change stick

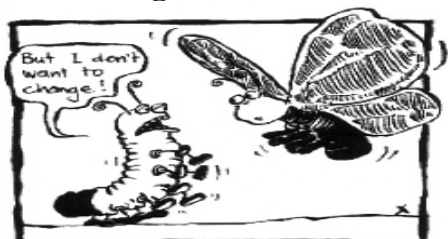
John P. Kotter and Dan S. Cohen; *The Heart of Change, Real-Life Stories of How People Change Their Organizations* (2002)

I have always said that life begins at the edge of your comfort zone. So what are you waiting for, start living and begin implementing changes now and ask yourself “what is the cost of doing nothing?”

Thought Provoking Question:

“When was the last time you tried something new?”

Thought of the Month



Did you know?

That this newsletter has 567 words and should take 5 minutes or less to read? A small price for knowledge! Email execucoach360@aol.com