

LEADERSHIP WORKSHOP

Leading Change



It's generally much easier to kill an organization than to change it substantially. Organisms by design are not made to adapt . . . beyond a certain point. Beyond that point, it's much easier to kill them off and start a new one than it is to change them.

Kevin Kelly

*The ability of an organization to continuously
vert this learning into action—is its ultimate com-*

*learn from any source—and to rapidly con-
petitive advantage.*

Change management entails thoughtful planning and sensitive implementation, and above all, consultation with, and involvement of, the people affected by the changes.

If you force change on people normally problems arise. Change must be realistic, achievable and measurable. These aspects are especially relevant to managing personal change. Before starting organizational change, ask yourself: What do we want to achieve with this

change, why, and how will we know that the change has been achieved? Who is affected by this change, and how will they react to it? How much of this change can we achieve ourselves, and what parts of the change do we need help with? These aspects also relate strongly to the management of personal as well as organizational change. Leaders learn to anticipate impending change and respond proactively, and then strategically plan change and make those plans a reality. The key is to communicate the goals and values of change in a positive way that can be embraced.

Workshop Agenda:

- Lifecycle of Corporations
- Systems Thinking and Change
- Leading the Change Process
- Locus of Control
- Flexibility and Future Vision
- Steps to Mastering Change



Lewis Associates, Inc.

Lewis Associates, Inc. is a Chicago-based consulting and training firm. Since 1992, we have helped companies create *strategic business advantage* by developing the skills and performance of their people. We work with companies that want to enhance the results of their sales activities and improve their leadership effectiveness. Based on a foundation of integrity and respect for the individual, we are responsible and flexible; resulting in a long term legacy of helping others achieve their goals.

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