

Strategy Huddle™ with MyStrategicPlan:

Driving Change

What to expect & how to adapt

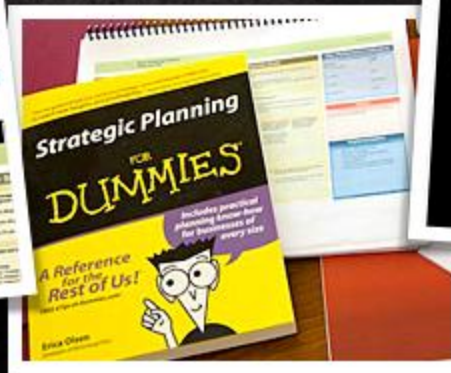
Welcome!

Powered by



- Purpose** Answer real-world questions, handle high-level strategy issues, and share best practices on strategy, execution, planning
- Duration** 45-60 minutes
- Your Role**
 - Ask questions: Questions can be submitted via the Chat Box on right at any time. **
 - Offer suggestions: Share your experience via the Chat Box during the topic at hand
- Details** Session is being recorded and a follow-up email this week will include a link to this huddle as well as the supporting slides.

- ⑥ In the past three years we have...
- ⑥ Managed 100+ strategic planning processes
- ⑥ Deployed 800+ strategic management systems (MyStrategicPlan, MyNonprofitPlan, MyChurchPlan)
- ⑥ Built consensus and commitment with 3,000+ executives, managers, boards
- ⑥ Empowered 1 million+ strategist & soon-to-be strategists



Topic: Driving change effectively

- I. Stat of the Month
- II. What are the components of change? What do you need to know to get started?
- III. How ready is your organization for change? How can your people and processes make a difference?
- IV. What are the different ways you can empower people in your change efforts?
- V. What is important to understand when moving change forward?
- VI. Tap into the Wisdom of the Crowd: Your Questions (Time Permitting)

Many firms underestimate the Buy-In needed to make change happen.

Change initiatives need approximately 75% of recognizable support from key leaders and managers.

John Kotter, Harvard Business Review contributor - author of Leading Change

What are some ways to approach change? What do you need to know to get started?

IDENTIFYING THE COMPONENTS OF CHANGE

The beginning of wisdom is to call things by their right name.

-Chinese proverb

No matter what kind of change you need to embark upon, it is critical to define what will change, what will stay the same,

Remedial Cultural
Developmental Systemic
Transitional
Transformational

and most importantly, WHY is the change necessary!

Change is
Situational

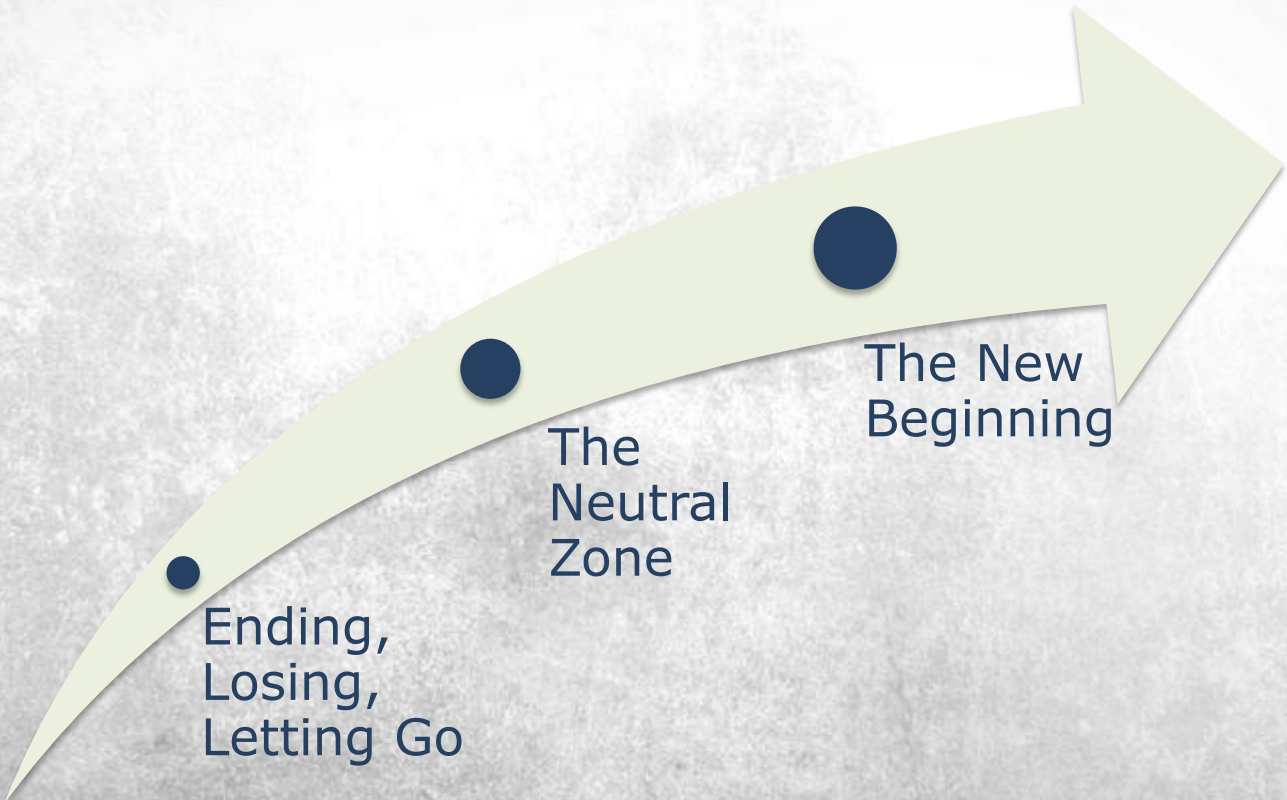
Transitions
are
Psychological

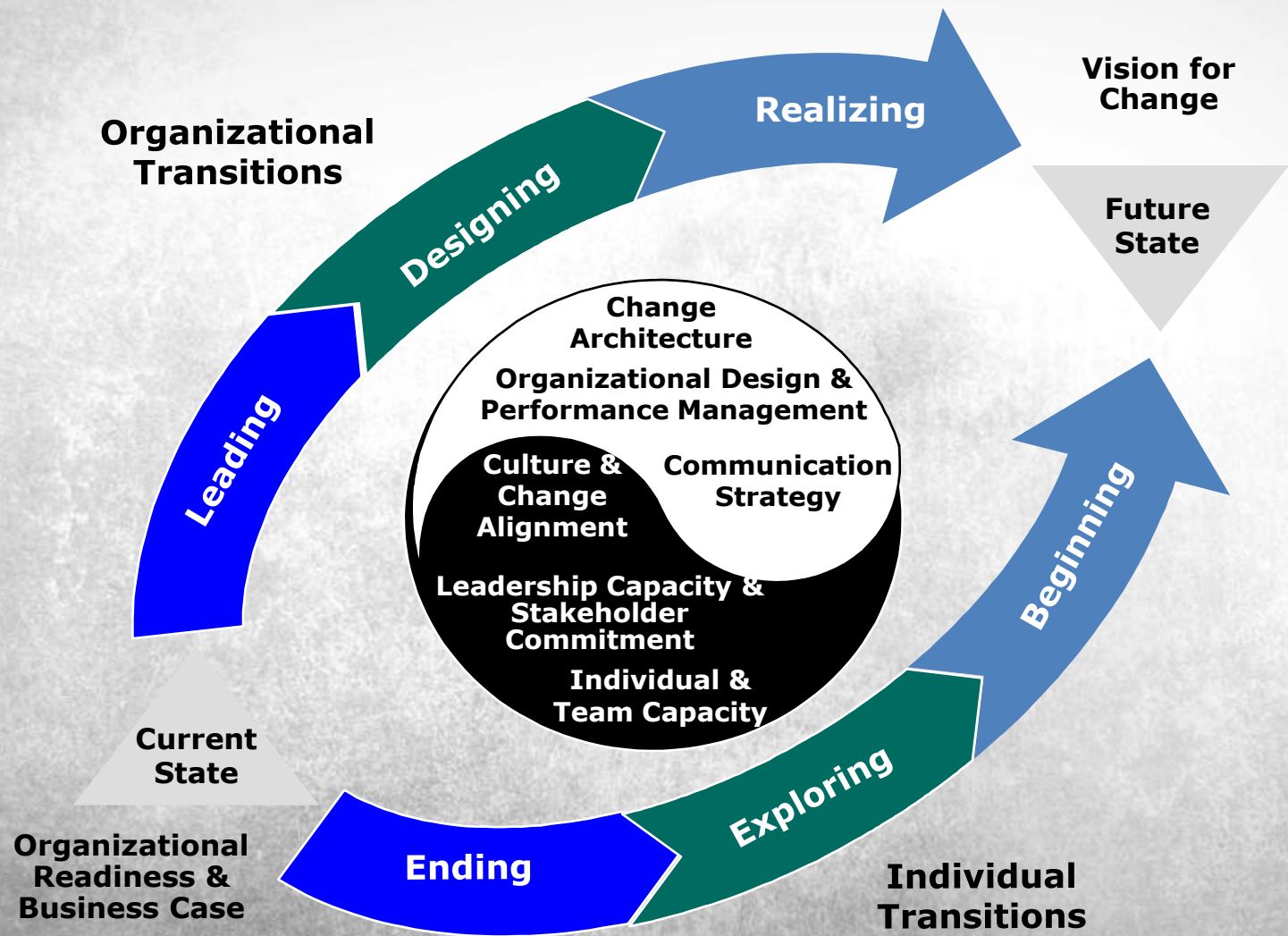
Change
without
Transitions
Will Not Stick

Components of Change

Case for Change	+ Clear Shared Vision	+ Guiding Architecture	+ Leader & Stakeholder Commitment	+ Effective Communication	+ Cultural Fit	+ Individual & Team Capability	+ Performance Measures	=	LASTING CHANGE
⊘	✓	✓	✓	✓	✓	✓	✓	=	NO ACTION
✓	⊘	✓	✓	✓	✓	✓	✓	=	NO DIRECTION
✓	✓	⊘	✓	✓	✓	✓	✓	=	NO OWNERSHIP
✓	✓	✓	⊘	✓	✓	✓	✓	=	NO ROLE MODELS
✓	✓	✓	✓	⊘	✓	✓	✓	=	NO KNOWLEDGE
✓	✓	✓	✓	✓	⊘	✓	✓	=	NO SUSTAINABILITY
✓	✓	✓	✓	✓	✓	⊘	✓	=	NO ABILITY
✓	✓	✓	✓	✓	✓	✓	⊘	=	NO REINFORCEMENT
✓	✓	✓	✓	✓	✓	✓	✓	=	LASTING CHANGE

The Three-Phases of Transitioning





Seeing where people and processes will matter...

HOW READY IS YOUR ORGANIZATION FOR CHANGE?



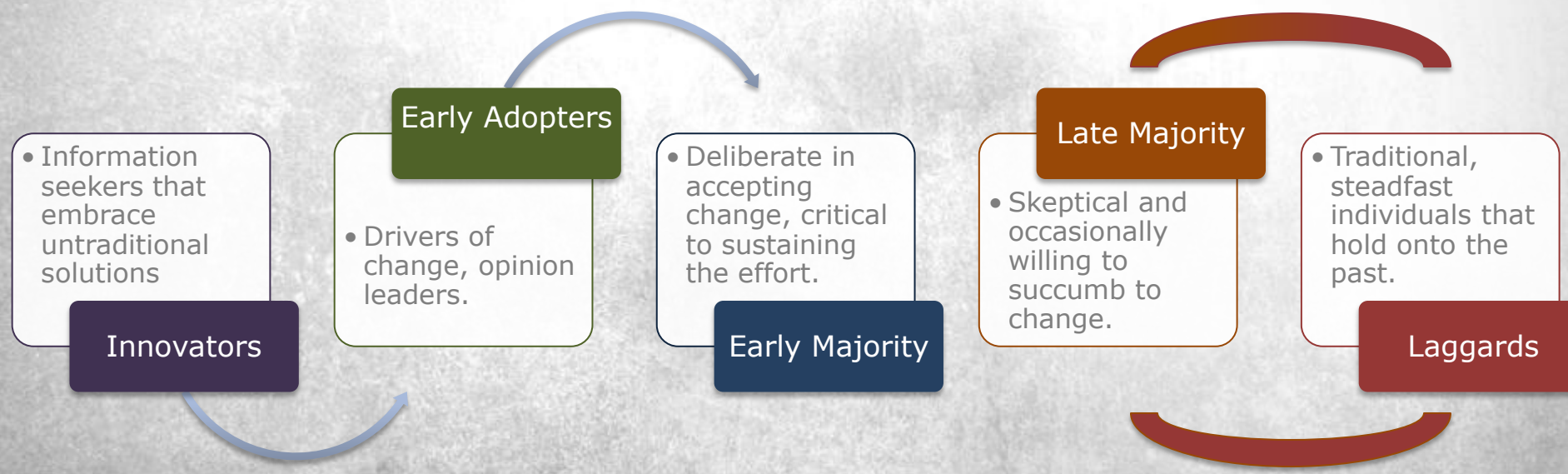
Leadership

How well do your leaders assimilate and accommodate for information from your internal and external environments?

		Assimilation	
		Low	High
Accommodation	Low	Maladaptive Cultural Traps	Natural Selection
	High	Serendipity	Maximum Adaptive Potential

Culture

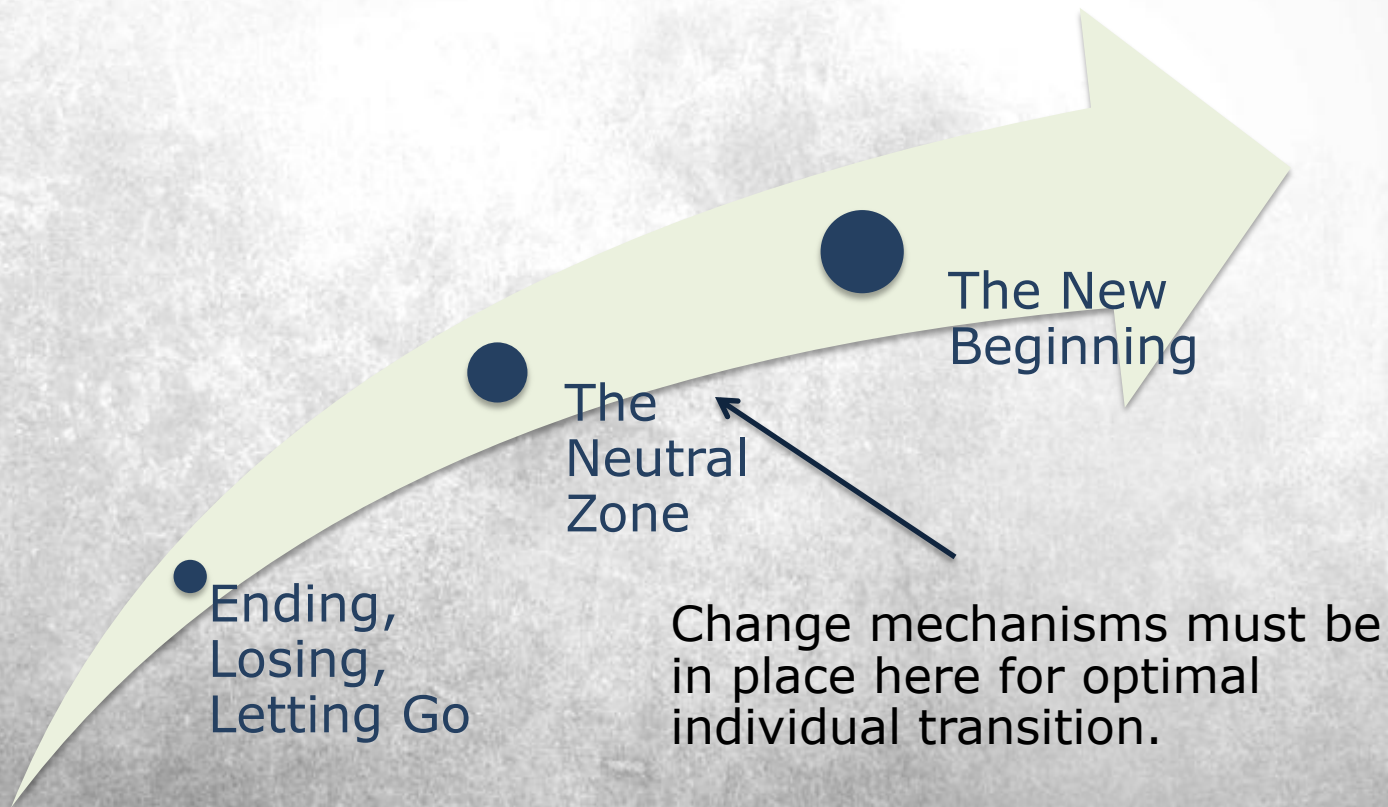
How do your behavior norms and routines that exists throughout your organization support or block innovation?



Change, Resistance, and the Organizational Immune System
Gilley, Godek, & Gilley, 2009.

Mechanisms

How flexible are your existing processes, policies, structures when confronted with new scenarios?



Change becomes necessary when the dangers of the status quo are scarier than the uncertainty of the future...

CHANGE FORWARD

Large-scale change has four situational areas under which action is directed:

Budget

Plans

Strategy

Vision

MILESTONES

URGENCY

SEE-FEEL-CHANGE

- HELP PEOPLE SEE
- HIT NEW EMOTION
- EMOTIONALLY CHARGE THE IDEA

ANALYSIS-THINK-CHANGE

- GIVE PEOPLE ANALYSIS
- INFLUENCE THINKING
- CREATE NEW THOUGHTS

VISION

SMALL WINS

9 Errors in most Change Initiatives

1. Not Establishing Enough Urgency
2. Not Creating a Powerful Guiding Coalition
3. Lacking a Vision
4. Under-communicating the Vision
5. Not Removing Obstacles to the New Vision
6. Not Systematically Planning for, and Creating, Short-Term Wins
7. Declaring Victory Too Soon
8. Not Anchoring Changes in the Corporation
9. Not Recognizing/Naming Strategic Plan Initiative

Any insights you would like to share related to one of today's topics?

What are some change initiative questions you would like to discuss?

- ⑥ Next Date is April 27th 9am PT
- ⑥ Send in questions for the next Strategy Huddle to admin@mystrategicplan.com (reference the Strategy Huddle in the subject line)
- ⑥ Interested in sharing/presenting a best practice as a Strategy Leader? (send email to admin@mystrategicplan.com and reference the Strategy Huddle in the subject line)
- ⑥ Follow us on Facebook & Twitter @MyStrategicPlan
- ⑥ More great training available:
www.mystrategicplan.com/resources
- ⑥ Today's session is being recorded and a follow-up email this week will include a link to this huddle as well as the supporting slides.

Get Expertise When You Need It

One-on-one guidance for those trouble spots in your planning

mystrategicplan.com/strategic-planning-consulting

Quick Start Coach

Get started on the right foot and avoid pitfalls to improve the success of your plan.

- Jumpstart your plan with one-on-one assistance from a planning professional.

\$495

[Get More Info](#)

Strategy Support

Get answers to your strategy questions, when you need them.

- Receive 3 hours of one-on-one consultation with a dedicated MSP strategy advisor.

\$495

[Get More Info](#)

Strat Plan Review

Ensure your plan is complete, holistic and ready to implement!

- Our team will provide you with a report and specific recommendations for your plan based on years of experience.

\$695

[Get More Info](#)

Step-by-Step Advisor

Receive a full plan and strategic process to drive your whole organization.

- A dedicated strategy advisor will guide you through the strategic planning process from start to finish.

\$4,750

[Get More Info](#)

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