

Leading Change

Jeff Grout

Change is critical
to success

The reality of change

Finding a better way

Why do change
initiatives fail?

“We must become the change
we want to be.”

Mahatma Ghandi

“The problem is not that we fail, it is that we don’t risk failing enough.”

Phil Knight, Nike

“Setting an example is not the main means of influencing others; it is the *only* means.”

Albert Einstein

Why do change
initiatives fail?

Lack of Involvement

Why do change
initiatives fail?

Lack of Openness

Why do change
initiatives fail?

Lack of Momentum

Why do change
initiatives fail?

Initiative Overload

FINISHED FILES ARE THE
RESULT OF YEARS OF SCIENTIFIC
STUDY COMBINED WITH THE
EXPERIENCE OF MANY YEARS

Providing Direction

“The task of a leader is to take people from where they are to where they have not been”

Henry Kissinger

Providing Direction

The T- Test

What is the overall objective?

What are the immediate priorities?

How are you contributing to these priorities?

At times of change
communication *really*
matters

Learning from Past Performance

Learning from Past Performance

- What are the good things we do that we must keep doing?
- What are the bad things we do that we must stop doing?
- What do we do only occasionally that we should do consistently?
- What don't we do that we should start doing?

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