

Managing Change in the Workplace

Changing World

- **Nearly 80% of Fortune 500 companies are undergoing some kind of large-scale change.**
- **One-third of organizations have outsourced operations, merged or acquired other businesses.**
- **59% of organizations have downsized.**

Getting "Stuck"

- **Making promises to yourself and not keeping them**
- **Allowing fear of failure to keep you from trying new things**
- **Dead-end jobs**
- **Negative thinking**
- **Allowing lack of education to hold you back**

Stages of Change

- **Denial**--- “This can’t be happening”
- **Resistance**---Complaining
- **Transition**—Where now?
- **Start again**---Hopeful

Wasted Worries

- 40% of worries are about events that will never happen.
- 30% of worries are about events that have already happened.
- 22% of worries are about trivial events.
- 4% of worries are about real events we cannot change.
- 4 % of worries are about real events on which we can act.

Change as a Part of Life

- ☺ **Change Happens**
- ☺ **Anticipate Change**
- ☺ **Monitor Change**
- ☺ **Adapt Quickly**
- ☺ **Change**
- ☺ **Enjoy Change**

Creative Success Equals
Hard Plus Soft Thinking

LEFT BRAIN

- logical
- verbal
- words
- structured
- judgmental
- orderly
- time specific

RIGHT BRAIN

- intuitive
- creative
- pictures
- flexible
- nonjudgmental
- random
- time free

HARD THINKING

SOFT THINKING
