BECOMING YOUR BEST
TRAINING FOR EXECUTIVE DIRECTORS
NADO  NARC
AUG 9-AUG 11  |  AUSTIN, TX
Proactively Leading Change

Dr. Monica Scamardo
www.variateconsulting.com
What Are the Changes
Agenda

Managing Change
Mistakes in Managing Change

Mistake #1

- *Not understanding the importance of people.*

Systems don't change. People do, or they don't.

If the change leaders don't share the vision, don't buy into the reason for change, and aren't included in the planning--there will not be a successful change--regardless of how brilliant the strategy.
Mistake #2

• Not understanding that people throughout the organization have different reactions to change.
Mistake #3

- *Treating change as an event, rather than a process.*
Mistake #4

• *Being less than candid.*

Communicate openly and honestly. Not everyone will thank you for your candor, but they will never forgive you for anything less.

*The Biggest Mistakes in Managing Change*  
by Carol Kinsey Goman, Ph.D.
Characteristics of Successful Entrepreneurs

Persistent problem solvers
Learn from failure
Long-term involvement
Risk takers
Innovative
Keys to Initiating Successful Changes

From Leading Change, HBR 2007
Establish an SOU Sense of Urgency
#2 Form a Powerful Coalition
#3 Create a Clear Vision
#4

Communicate the Vision
#5 Create Short Term Wins
#6 Build, Maintain & Restore
Best Practices for Building Trust During Times of Change

Make & Keep Commitments

Explain decisions & direction

Give Recognition

Get Results

Seek & Implement Feedback

Sever Grapevine
Training & Retreats
Speaking Engagements
Leadership Coaching
Workplace Consulting

Dr. Monica Scamardo
monica@variateconsulting.com