

Managing Innovation and Change

Future Vision

Define and rally around a compelling vision for the future state.

- What potentially threatens this vision?
- How urgent is the change?
- What risks occur if the organization does not change?
- How will you know when we get there?

Create Awareness

Present the facts and findings to create awareness and convince employees to buy-in for the change initiative. These facts could include

- flat earnings
- rising costs
- decreasing market share,
- other relevant key indicators

Resistance

Identify the key resistance issues and stakeholders impacted by the change and address them. Be prepared to deal with emotional and political issues.

Urgency

Create a compelling vision and an urgency for change. This moves people out from their comfort zones to a behavior change.

Managing Innovation

G Thomas



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