

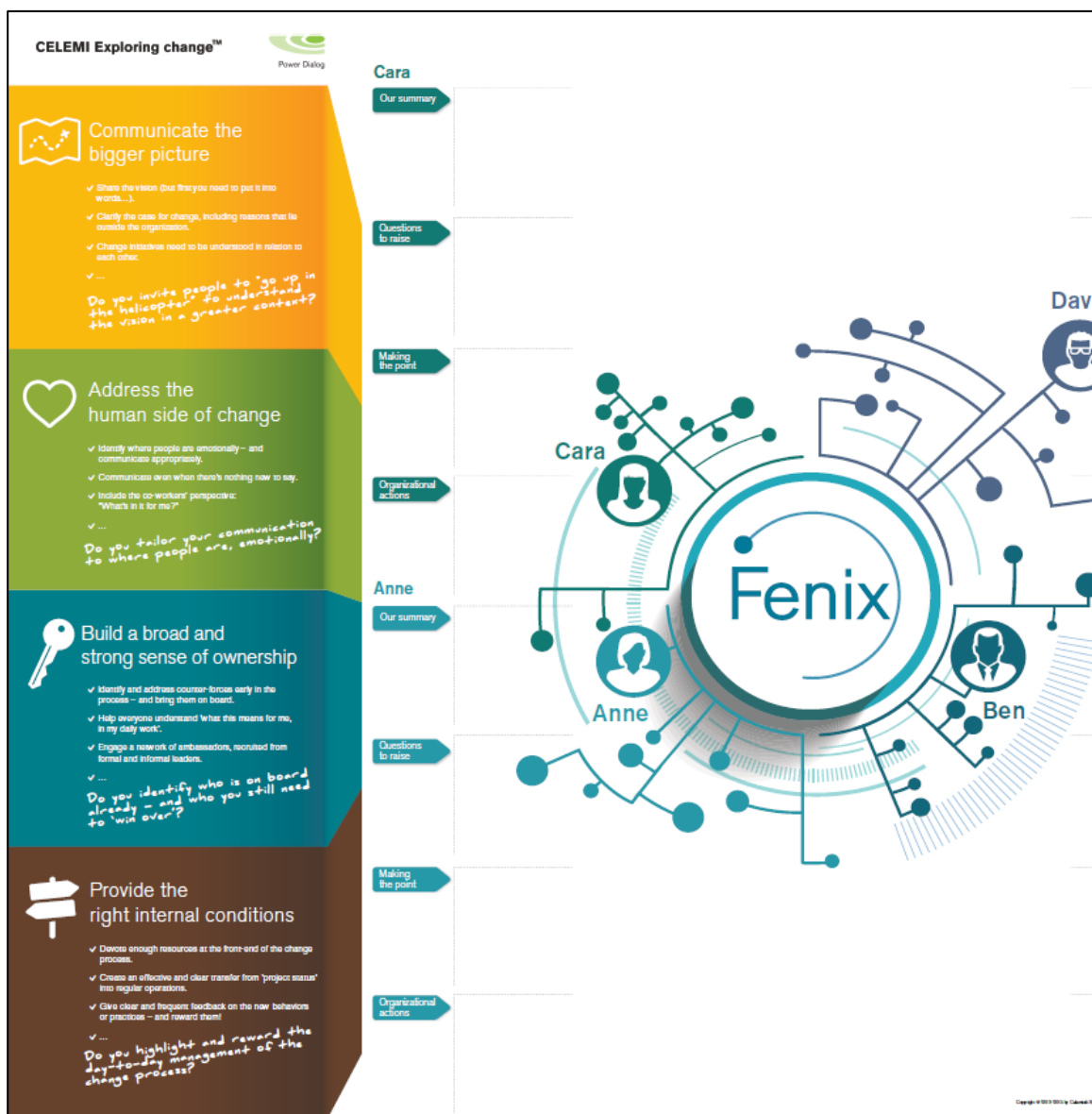
CELEMI Exploring change™



schafft ein Bewusstsein für die großen Herausforderungen, die im Change auf Sie zukommen werden.

Workshop

Im Change geht es darum, das Gesamtbild zu vermitteln, aktiv mit der menschlichen Komponente von Change umzugehen, Menschen das Gefühl zu vermitteln, aktiv einbezogen zu sein, und die richtigen internen Rahmenbedingungen zu schaffen. Diese Herausforderungen lernen Sie nicht nur in aller Kürze theoretisch kennen, sondern Sie erspielen sich die notwendigen Erkenntnisse in einer Fallstudie. Sie treffen Entscheidungen und lernen, was Sie damit im Hinblick auf die vier großen Herausforderungen bewirken.



CELEMI Exploring change™ Power Dialog

Communicate the bigger picture

- ✓ Share the vision (but first you need to put it into words...).
- ✓ Clarify the cases for change, including reasons that lie outside the organization.
- ✓ Change initiative need to be understood in relation to each other.
- ✓ ...

Do you invite people to "go up in the helicopter" to understand the vision in a greater context?

Address the human side of change

- ✓ Identify where people are emotionally – and communicate appropriately.
- ✓ Communicate even when there's nothing new to say.
- ✓ Include the co-workers' perspective: "What's in it for me?"
- ✓ ...

Do you tailor your communication to where people are, emotionally?

Build a broad and strong sense of ownership

- ✓ Identify and address counter-forces early in the process – and bring them on board.
- ✓ Help everyone understand what this means for me, in my daily work.
- ✓ Engage a network of ambassadors, recruited from formal and informal leaders.
- ✓ ...

Do you identify who is on board already – and who you still need to "win over"?

Provide the right internal conditions

- ✓ Devote enough resources at the front-end of the change process.
- ✓ Channel an effective and clear transfer from "project status" into regular operations.
- ✓ Give clear and frequent feedback on the new behaviors or practices – and reward them!
- ✓ ...

Do you highlight and reward the day-to-day management of the change process?

Cara

Our summary

Questions to raise

Making the point

Organizational actions

Anne

Our summary

Questions to raise

Making the point

Organizational actions

Fenix

Cara

Anne

Ben

David

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