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Change!!!

... a small word that can strike fear in the hearts of many.

Yet, life is full of change, especially in the business world; and in personal life too... While those affected may not always get to decide *when* change happens, they *can* learn to manage it.

One has the choice to grow, learn, become the person one aspires and master one's life. One can choose to stagnate, to hesitate, and remain fearful and doubtful and live in mediocrity.

One is responsible for own frustrations, indecisions and lack of progress.

When someone knows in which direction one wants to go and the lifestyle one wants to have one will manage oneself. And then one will change.

When one changes one grows...

Change is the essence of life. Be willing to surrender what you are, for what you could become.

Who is Galileo Galilei

Physicist, mathematician, astronomer, and philosopher.

Achievements include improvements to the telescope and consequent astronomical observations, and support for Copernicanism, motion of uniformly accelerated objects, improvement in compass design & kinematics.

He is called the "father of modern observational astronomy", the "father of modern physics", the "father of science", and "the Father of Modern Science."

Source: Wikipedia

Open Secrets on Managing Change

- *Stay positive*
- *Empower Action*
- *Initiate change*
- *Be Creative & Innovative*
- *Develop an Attitude of Acceptance*
- *Understand change*
- *Smile.....Laugh*

Excellence ■ Success ■ Happiness



Law of Change

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John P Kotter's eight steps to successful change

John Kotter's highly regarded books 'Leading Change' (1995) and the follow-up 'The Heart Of Change' (2002) describe a helpful model for understanding and managing change. Each stage acknowledges a key principle identified by Kotter relating to people's response and approach to change, in which people see, feel and then change (see a more detailed interpretation of the personal change process in John Fisher's model of the process of personal change): Kotter's eight step change model can be summarised as:

1. Increase urgency - inspire people to move, make objectives real and relevant.
2. Build the guiding team - get the right people in place with the right emotional commitment, and the right mix of skills and levels.
3. Get the vision right - get the team to establish a simple vision and strategy, focus on emotional and creative aspects necessary to drive service and efficiency.
4. Communicate for buy-in - Involve as many people as possible, communicate the essentials, simply, and to appeal and respond to people's needs. De-clutter communications - make technology work for you rather than against.
5. Empower action - Remove obstacles, enable constructive feedback and lots of support from leaders - reward and recognise progress and achievements.
6. Create short-term wins - Set aims that are easy to achieve - in bite-size chunks. Manageable numbers of initiatives. Finish current stages before starting new ones.
7. Don't let up - Foster and encourage determination and persistence - ongoing change - encourage ongoing progress reporting - highlight achieved and future milestones.
8. Make change stick - Reinforce the value of successful change via recruitment, promotion, new change leaders. Weave change into culture.



It often takes more courage to change one's opinion than to stick to it
- Geoffrey F. Abert

If the facts don't fit the theory, change the facts -
Albert Einstein

You must be the change you wish to see in the world - Mohandas Karamchand Gandhi

Humor – Lateral Thinking on Change

Change from within...

A Zen master visiting New York City goes up to a hot dog vendor and says, "Make me one with everything."

The hot dog vendor fixes a hot dog and hands it to the Zen master, who pays with a \$20 bill.

The vendor puts the bill in the cash box and closes it. "Excuse me, but where's my change?" asks the Zen master.

The vendor responds, "Change must come from within."

The Biggest Mistakes in Managing Change

by Carol Kinsey Goman, Ph.D.

Mistake #1 – *Not understanding the importance of people.*

Mistake #2 – *Not appreciating that people throughout the organization has different reactions to change.*

Mistake #3

Treating transformation as an event, rather than a mental, physical and emotional process.

Mistake #4

Being less than candid.

Mistake #5

Not appropriately "setting the stage" for change.

Mistake #6

Trying to manage transformation with the same strategies used for incremental change..

Mistake #7

Forgetting to negotiate the new "compact" between employers and employees.

Mistake #8

Believing that change-communication was what employees heard or read from corporate headquarters.

Mistake #9

Underestimating human potential.

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Old wine in new bottle – Change

The Butterfly

A man found a cocoon of a butterfly. One day a small opening appeared. He sat and watched the butterfly for several hours as it struggled to force its body through that little hole. Then it seemed to stop making any progress. It appeared as if it had gotten as far as it could, and it could go no further.

So the man decided to help the butterfly. He took a pair of scissors and snipped off the remaining bit of the cocoon. The butterfly then emerged easily. But it had a swollen body and small, shriveled wings.

The man continued to watch the butterfly because he expected that, at any moment, the wings would enlarge and expand to be able to support the body, which would contract in time.

Neither happened! In fact, the butterfly spent the rest of its life crawling around with a swollen body and shriveled wings. It never was able to fly.

What the man, in his kindness and haste, did not understand was that the restricting cocoon and the struggle required for the butterfly to get through the tiny opening were God's way of forcing fluid from the body of the butterfly into its wings so that it would be ready for flight once it achieved its freedom from the cocoon.

Sometimes the only way to change is to struggle...