

The Consultant's Corner

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INSIGHTS  SUCCESS
"Building On Strengths"

6 Steps To Overcoming Resistance To Change

There may be people who will resist change because it is different or new. Resistance to change is a common and universal malady. Therefore, understanding some of the barriers to change may help in creating and implementing successful growth strategies.

Some common barriers to change and innovation are:

- ▲ Lack of data makes decision making difficult
- ▲ Personal goals conflict with professional goals
- ▲ Management behavior discourages implementation
- ▲ Employees don't understand or really want to make the change
- ▲ Poor communication of vision, values, and mission



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How To Calculate The Cost Of Your Meetings

Have you ever wondered how much your meetings are costing you?

Take a moment to calculate the costs of your meeting by using the four questions below. You may be surprised by the amount it is costing you to hold those meetings.

Example:

1. How many members on average attend your meetings? 5
2. What is the average annual salary of your group members? \$40,000
2 hours
3. On average, how many hours do your meeting last? 4 per week
4. How many meetings do you attend per week? Cost per week: \$889.00
(Average) Cost per year: \$46,222*

**This does not include employee benefits.*

Now consider the loss of productivity, and the number of departments throughout the organization that are having meetings.

Are you getting the most value out of these meetings?



\$46,222 is like having another person on payroll or this could directly go to the bottom line. And if your bonus is directly linked to the bottom line then excessive meetings could be costing you personally!



ONE MINUTE IDEAS

I wish I would have bookmarked that site!

Did you forget to bookmark a site that you would now like to revisit? Add that page to your bookmark file. Open your History list by pressing <ctrl> H. Select the site you wish to have bookmarked and select File -> Add to Bookmarks.



Fast Favorites

Tired of that dialog in Internet Explorer that asks you each time where you want to put a page in your 'favorites' folder and you always put it in the main folder? Add a web site to your favorites quickly and easily by pressing <ctrl> D.

Web Site of the Month



Search the Web...even when you're not CONNECTED!

Webaroo is a free software program and service that lets you search and browse real web pages without a connection. **It's easy** – Webaroo stores searchable web content on your laptop, PDA or smart phone. **It's fast** – searches run and pages load instantly at memory speed. **It's fresh** – your Webaroo content is updated every time you sync.

Check it out at:
www.webaroo.com

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- ▲ Recognition and appraisals are inconsistent with attaining goals
- ▲ Unwillingness to develop new goals
- ▲ Lack of process and structure

Addressing resistance to change becomes a major focus and an integral part of a unified implementation strategy.

To successfully implement change, several issues must be addressed:

First, the organizational vision must be compelling enough to generate the excitement needed to propel people through the chaos of change.

Second, your formal structures must support the behaviors you are looking to develop and extinguish the behaviors that no longer serve your organization.



Third, your behavior and the behavior of all management must match the words. Learning new skills and improving existing skills must be encouraged.

Fourth, employees must understand and really want to make the change.

Fifth, recognition and appraisals must be frequent, supportive, and consistent with the vision and values of the organization.

Sixth, communication strategies and programs must be developed and implemented in all areas. Regular updates on progress and milestones reached must be provided.

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"Take the most difficult challenge you are now facing and turn it into the greatest opportunity to grow simply by changing how you see it. Dead ends then become turning points."

— Bob Perks

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