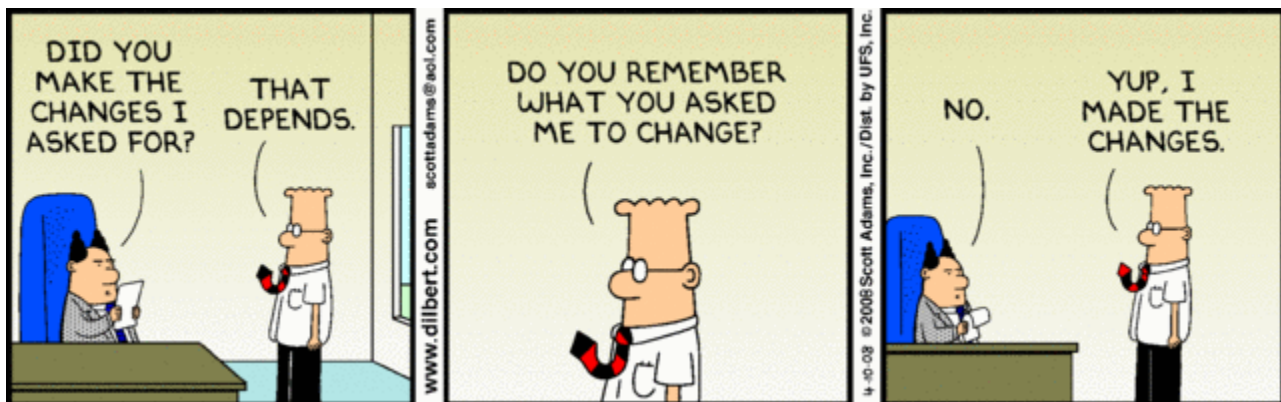


## A Good Laugh About Change

Let's take a lighter look at the challenge that is change.

### Resistance to change

Expecting resistance to change and planning for it from the start of your change management plan will allow you to effectively manage objections. Understanding the most common reasons people object to change gives you the opportunity to plan your change strategy.



## Internal communication

This cartoon shows the importance of communicating and being prepared for change. Even a “small change” like the cartoon shows can have disastrous consequences if everyone isn't on the same page. Everyone needs to be on board and in the loop.



## Organizational culture

Watch out for surefire indicators of toxicity! Complacency is a dangerous culture

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**“I want you to find a bold and innovative way to do everything exactly the same way it's been done for 25 years.”**

## What if we don't change

Change is a constant in business today – in fact, it's the only thing that's guaranteed! Organizations don't change. People do – or they don't



## Change isn't coming, it is already here

It's becoming increasingly clear that change is not a once-in-a-while thing but something that is going to be happening all the time.



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# Who wants change? Who wants to change? Who wants to lead change?

Leading transformational change requires an intimate understanding of the human side.







## Change management requires leadership clarity and alignment

Many leaders still believe that “we” need to change “them” is the way forward.



“I don’t want to change. I want all of you to change!”

## **Engage people at all levels of the organization**

Increasing engagement should be a strategic priority! – Increase engagement when leading change.



**“What if, and I know this sounds kooky,  
we communicated with the employees.”**