



**"Change is the only law,
and those who look only to the past or present
are certain to miss the future."**

-John F. Kennedy

HOW TO RIDE THE ROLLERCOASTER OF CHANGE™ SUCCESSFULLY

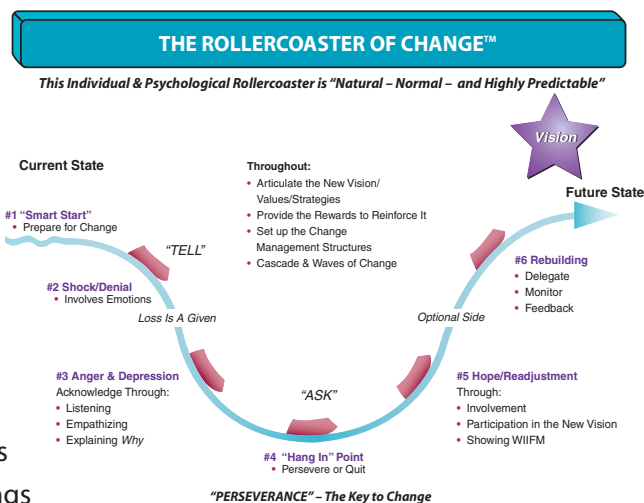
"It is Natural, Normal, and Highly Predictable"

PART TWO OF TWO

Question: For any major change project, do you follow the Best Practices?

Instructions: Indicate your current status for the change by marking **YES, NO** or **IP** (in process) for each statement.

- ___ 13. Use the organization's core values as the criteria for how decisions are made throughout the change
- ___ 14. If cultural change is desired, have leadership take actions to violate the old culture, cause discomfort and reinforce the new culture
- ___ 15. Responsibility and accountability must be clear with rewards, recognition and consequences for each person based on their efforts and results
- ___ 16. Political forces are examined and dealt with effectively
- ___ 17. In all meetings, have change issues covered first, prior to day-to-day issues being covered
- ___ 18. Have the core strategies to achieve the desired major changes become the glue for the entire organization — and all meetings need to pick one change as their focus
- ___ 19. Have managers, first focus on their own self-development in their ability to manage themselves through change successfully
- ___ 20. Set up employee involvement mechanisms to generate participation, commitment, and understanding in support of the changes for all those involved
- ___ 21. Have "Islands of Stability" established for employees to use as a safety factor while going through the changes
- ___ 22. Have different change management infrastructures examined, and appropriate ones selected, to assist guiding the changes
- ___ 23. Ensure continued environmental scanning and feedback to adjust and modify the change process
- ___ 24. Provide visible, positive reinforcement and recognition in real time to support the desired vision
- ___ 25. Have the pressure for change kept up on a consistent basis to prevent employees from falling back into old habits



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