

BY MAC ANDERSON AND TOM FELTENSTEIN

CHANGE IS GOOD... YOU GO FIRST.



WCU DEPARTMENTAL/TEAM MEETING STARTER #5

Topic: Change Readiness

Objectives:

- Assess skills required of successful change agents before you expect others to embrace change.
- Identify situations where you can better model the behaviors needed to move others through change.
- Discuss what you need for others to sustain the changed behaviors.

PURCHASE Mac Anderson and Tom Feltenstein's book (*optional*)

<http://store.simpletruths.com/change-is-good-you-go-first-with-free-dvd-p1411.aspx>

INDIVIDUALLY

STEP ONE: **WATCH** the 3:24 minute "Change is Good" video.

<http://play.simpletruths.com/movie/change-is-good/land.html>

STEP TWO: Measure your potential for success, by indicating what percentage of time you model the behaviors needed to successfully navigate and lead change efforts.

___ Re-recruit Your Best People	___ Focus on Strengths	___ Remove Barriers
___ It All Starts with Belief	___ Simplify Your Message	___ Let Your Actions Speak
___ Celebrate Success	___ Measure Results	___ Set the Stage for Innovation
___ Stand with Them Not Above Them ___ Reinforce, Reinforce, Reinforce		

Scoring: 1-20: Critically Low 21-49: Below Average 50-69: Average 70-90: Above Average 91-100: Role Model

STEP THREE: Individually brainstorm and strategize possible next steps.

My Perceived Strengths:

Desired Improvements:

My Actions:

Support Needed from Others:

DEPARTMENTAL/TEAM MEETING

STEP THREE: Start by establishing behavior guidelines, expectations for participation, and timeline for each share so there is time for discussion.

STEP FOUR: Openly discuss as a department/team participants' responses in steps 2 and 3, with particular attention to how the department/team can support one another.

QUESTIONS? Contact the WCU HR Office of Training and Org Development at orgdev@wcupa.edu.