



Change Management

	Fact Finder	Follow Thru	Quick Start	Implementor
1	<p>Simplify</p> <ul style="list-style-type: none"> • Just tell where we're going, not how we're getting there. • Cut through chaff to get to bottom line. • Avoid analysis paralysis. 	<p>Adapt</p> <ul style="list-style-type: none"> • Don't impose restrictions or lock-in procedures. • Keep change process from becoming rigid. • Cut through bureaucracy. 	<p>Stabilize</p> <ul style="list-style-type: none"> • Help prevent change leading to chaos. • Focus on what does not change. • Avoid unnecessary sense of urgency. 	<p>Envision</p> <ul style="list-style-type: none"> • Push past day-to-day realities toward unseen possibilities. • Simulate actual change situations. • Visualize results without concrete proof.
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4	<p>Explain</p> <ul style="list-style-type: none"> • Edit detailed studies into executive summaries. • Work within priorities • Seek their input, or inclination is to withhold involvement. 	<p>Maintain</p> <ul style="list-style-type: none"> • Adjust existing plans as called for. • Smooth out workflow by realigning process /procedures. • Apply incremental change. 	<p>Modify</p> <ul style="list-style-type: none"> • Accommodate alternatives. • Mediate between the vision and the given. • Build in flexibility. 	<p>Restore</p> <ul style="list-style-type: none"> • Bridge difference between abstract and concrete. • Use changes in projects or field assignments. • Create simulations of physical action
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7	<p>Specify</p> <ul style="list-style-type: none"> • Justify why change is needed. • Define objectives. • Make change a priority. 	<p>Systematize</p> <ul style="list-style-type: none"> • Need to know what stays the same. • Integrate change with existing program. • Bring things to closure. 	<p>Innovate</p> <ul style="list-style-type: none"> • Drive experimentation and change. • Encourage brainstorming. • Create short deadlines as milestones for longer ones. 	<p>Demonstrate</p> <ul style="list-style-type: none"> • Need to try new equipment, materials or programs in real time, tangible way. • Transform abstract notions into concrete solutions. • Create substantive demonstrations
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