# 15 EPIC CHANGE MANAGEMENT FAILS

MY FIRST CHANGE GIG

WRONG! WRONG! WRONG! WRONG!
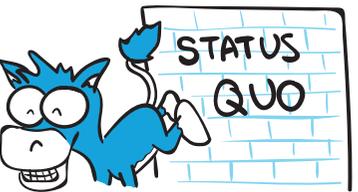
**1.** STATUS QUO

YOU SHOULD ALWAYS CHALLENGE THE STATUS QUO, BUT DON'T BE AN ASS, IT GETS YOU NOWHERE.
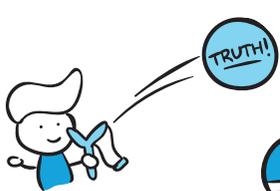
**2.** TRUTH!

SPEAK TRUTH TO POWER RESPECTFULLY AND YOU'LL HAVE FANS IN PLACES THAT MATTER.
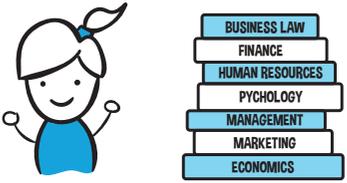
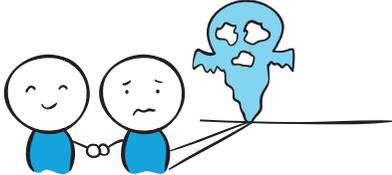**3.** BUSINESS LAW / FINANCE / HUMAN RESOURCES / PYCHOLOGY / MANAGEMENT / MARKETING / ECONOMICS

JUST BECAUSE YOU'RE NEW, DOESN'T MEAN YOU DON'T GET IT, YOU PROBABLY DO.

**4.** PIG — SUS SCROFA SCROFA (SCIENTIFIC NAME)

MAKE IT SIMPLE AND KEEP IT THAT WAY, THAT'S FAR MORE IMPRESSIVE THAN BIG WORDS AND MODELS.

**5.** NO COMMS TEAM HERE

IF YOUR TEAM OR ORGANISATION DOESN'T HAVE A COMMS PERSON, RUN.

**6.**

BEFRIEND 'RESISTORS', THEY ARE A SYMPTOM AND GREAT INDICATOR OF WHERE THE REAL PROBLEM IS.
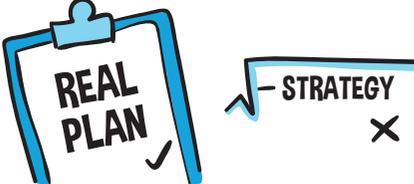
**7.**

'LEAVE NO-ONE BEHIND' MIGHT WORK FOR THE MILITARY BUT THEY HAVE AND TANKS HELICOPTERS, YOU HAVE A LAPTOP AND STICKY NOTES, PICK YOUR BATTLES.
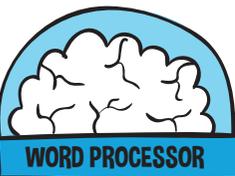
**8.** BEFORE / AFTER

VISIBLE CHANGE COUNTS, THE REST IS JUST WORDS AND MODELS.

**9.** PROBLEMS → YOURS → OTHER'S

STOP TRYING TO SOLVE OTHER PEOPLE'S PROBLEMS, FOCUS ON YOUR OWN AND SEE THAT THEY DIDN'T REALLY NEED YOUR HELP, JUST SOME ENCOURAGEMENT.
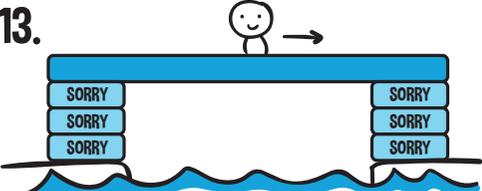
**10.** REAL PLAN / STRATEGY ✗

HAVE A REALISTIC PLAN, NOT JUST A STRATEGY, THAT'S JUST WORDS, PROVIDE A WAY FORWARD.

**11.** WORD PROCESSOR

IF YOU'RE TRYING TO CHANGE MINDS, WORDS MATTER, CHOOSE THEM CAREFULLY.

**12.** CULTURE

LEAVE THE CULTURE ALONE, IT RARELY NEEDS FIXING AND IS THE WAY IT IS FOR A REASON.

**13.** SORRY SORRY SORRY / SORRY SORRY SORRY

WHEN YOU'RE WRONG, ADMIT IT IMMEDIATELY, APOLOGISE, MOVE ON, IT'S NOT A BIG DEAL.

**14.**

FIND A MENTOR THAT INSPIRES YOU TO DO YOUR BEST CHANGE WORK, THEN BE THAT MENTOR FOR SOMEONE ELSE AND PAY IT FORWARD.

**15.** BAD / GOOD

ADDRESS THE GOOD AND THE BAD WHEN PREPARING FOR CHANGE, PEOPLE WILL THINK THAT YOU'RE A PROFOUND THINKER (I KNOW, THAT'S CRAZY).

PRODUCED BY:
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X
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