

SHARING STRATEGIES ON CHANGE

Andrea Blane, John Templeton Foundation

Laurel Anderson, Orfalea Foundations

Meridian Napoli, Comcast Foundation

TABLE SEATING

Section One:

? Side of the
Room

Large
Private/ Family

Section Two:

? Side of the
Room

Small & Medium
Private/ Family

Section Three:

? Side of the
Room

Corporate
Community
Other

Agenda:

- Introductions
- Change Management Presentation
- Small Group Break Outs
 - Small teams sharing change management tips
- Group Sharing
- Closing

Change Management Overview

- Required both an individual and an organizational perspective
- One person makes a change successful
- Organization can embrace or bar change
- Multi-stage process that is often non-linear

Model for Individual Change

ADUCS

- *A*wareness of the need for change
- *D*esire to participate and support the change
- *U*nderstanding on how to achieve change
- *C*ontaining the required skills and behaviors
- *S*ustain the change

Organizational Change

Phase 1: Preparing for Change

- Attributes profile & team composition
- Change management strategy
- Leadership support & role

Phase 2: Managing Change

- Communication plan (overall & sponsor)
- Training
- Resistance management plan

Organizational Change

Phase 3: Reinforcing change

- Reinforcement mechanisms
- Compliance verification
- Realignment plan
- Individual & group recognition
- Celebration

(may happen throughout the change process)

SMALL GROUPS

Seating by organization type

Large Family/Private

Small & Medium

Corporate

Family/Private

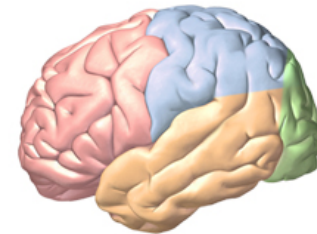
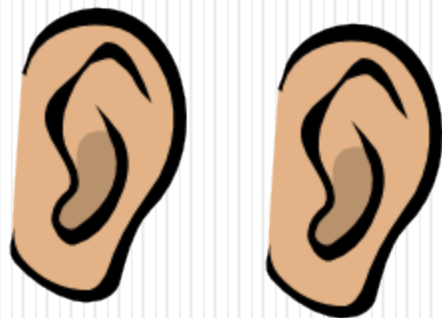
Community

Other

*Listen w/ Two ears

*Share w/ one mouth

*Work your brain



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THANK YOU

Andrea Blane, John Templeton Foundation
ablane@templeton.org

Laurel Anderson, Orfalea Foundations
laurel@orfalea.org

Meridian Napoli, Comcast Foundation
meridian_napoli@comcast.com