



Innovate Integrate Advocate

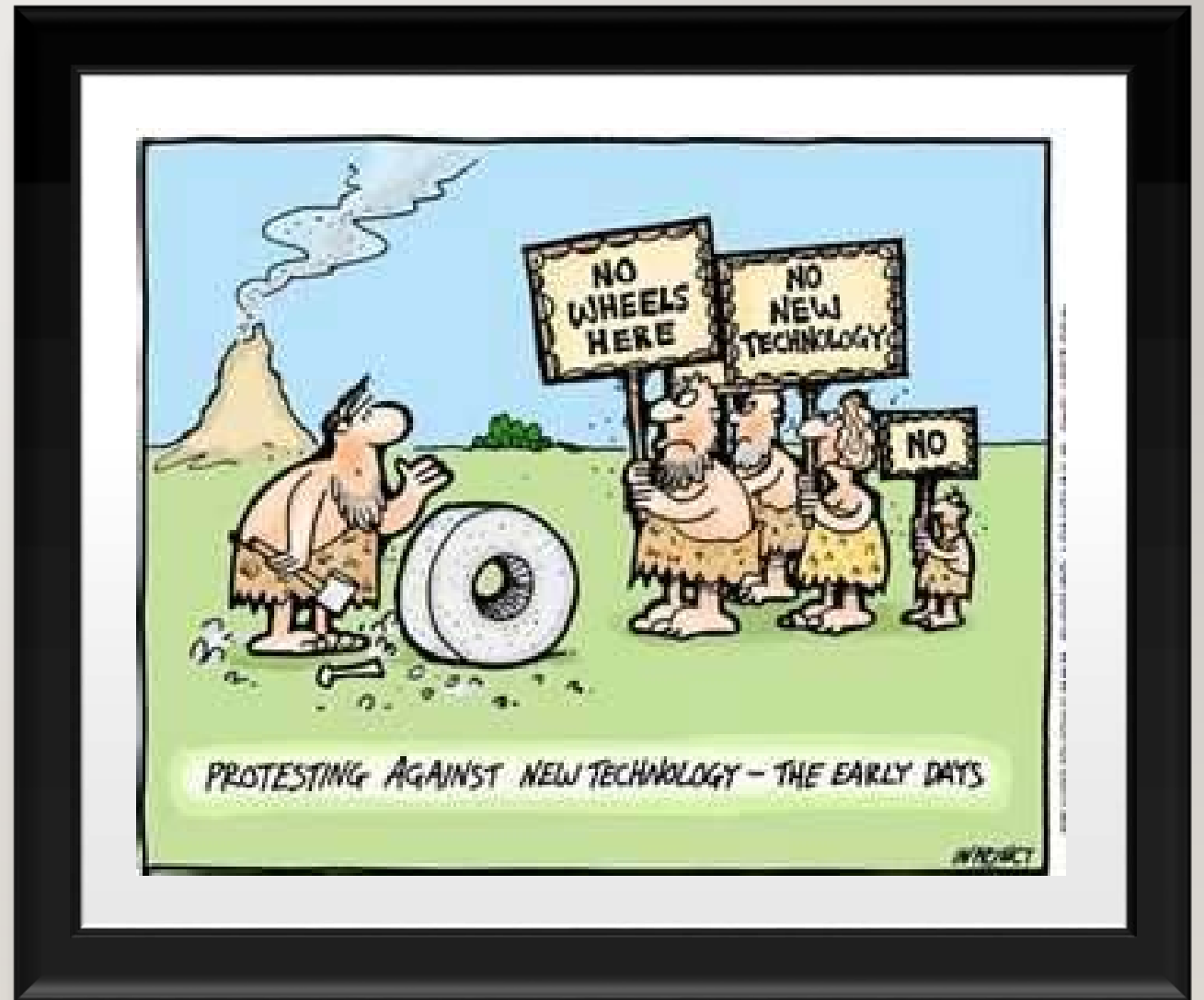
LEADING YOUR PEOPLE THROUGH CHANGE

ELLEN J. BURTON

AGENDA

- The Changes You Face
- What Happens During Organizational Change
- Your Strategic Response To Change
- The Change Equation

WHAT HAPPENS WHEN CHANGE OCCURS

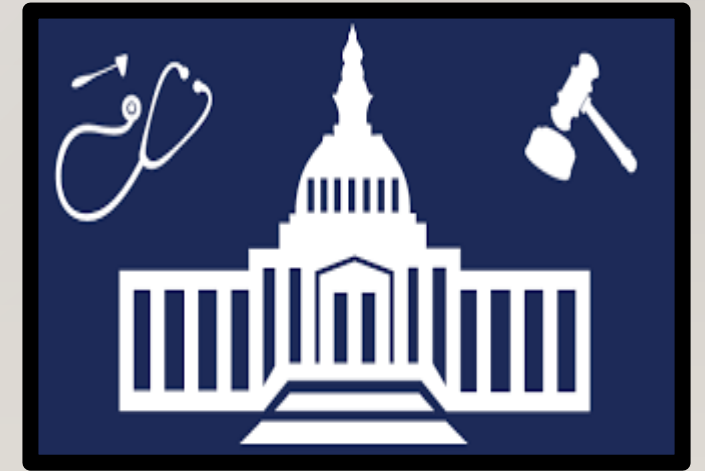


WHAT HAPPENS DURING ORGANIZATIONAL CHANGE



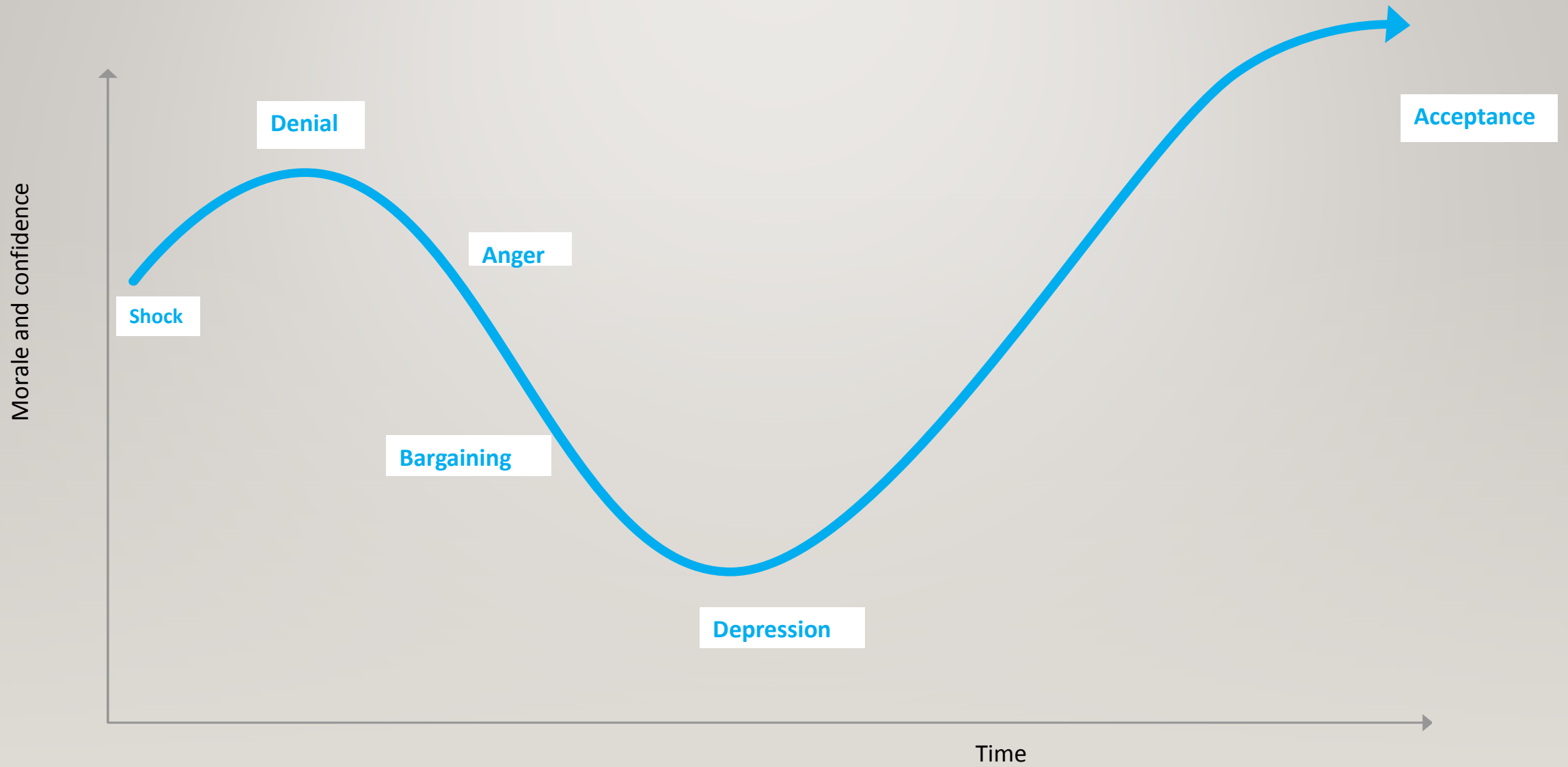


THE CHANGES YOU FACE



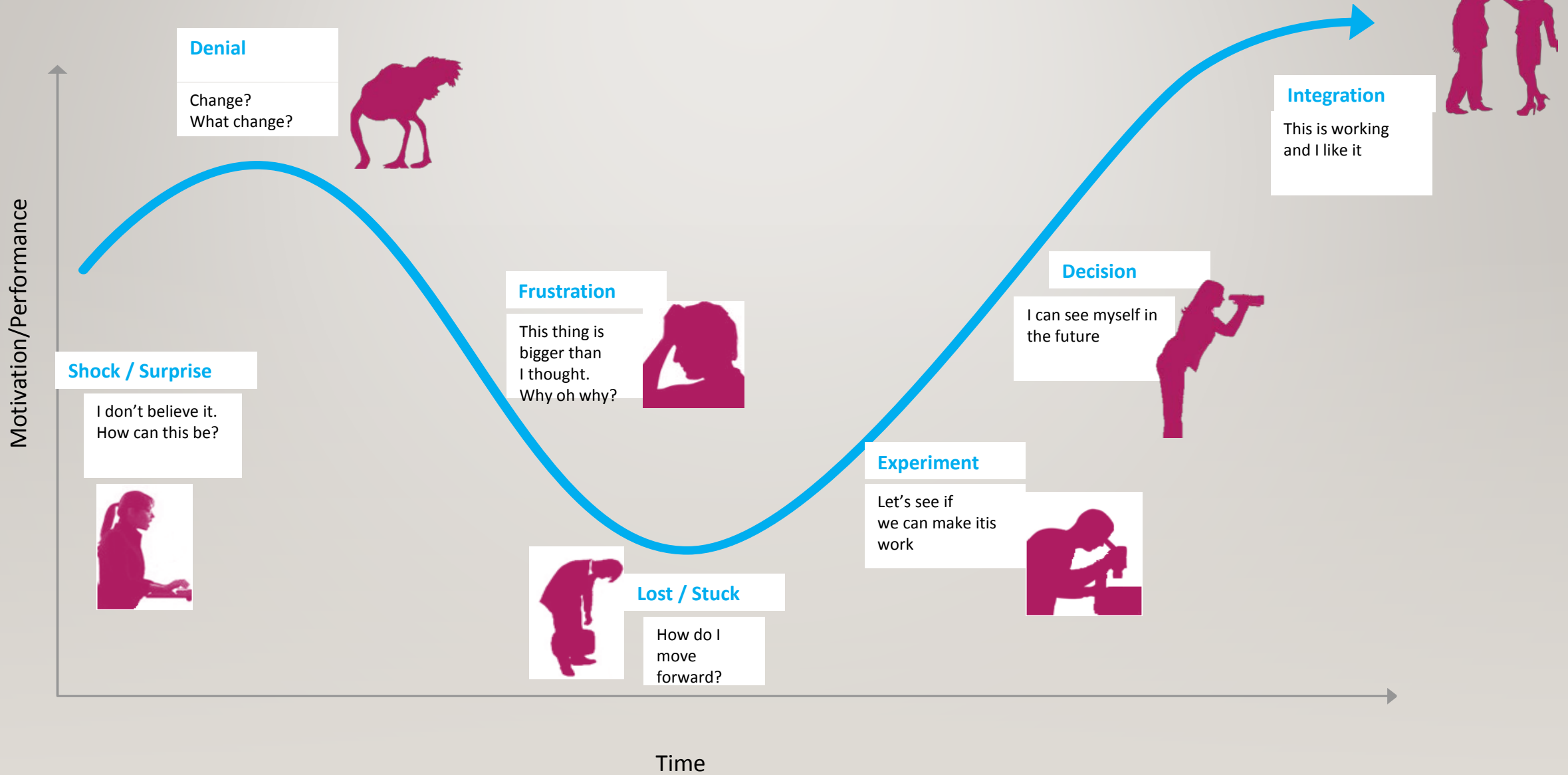
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THE KUBLER ROSS MODEL OF GREIF



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THE CHANGE CURVE



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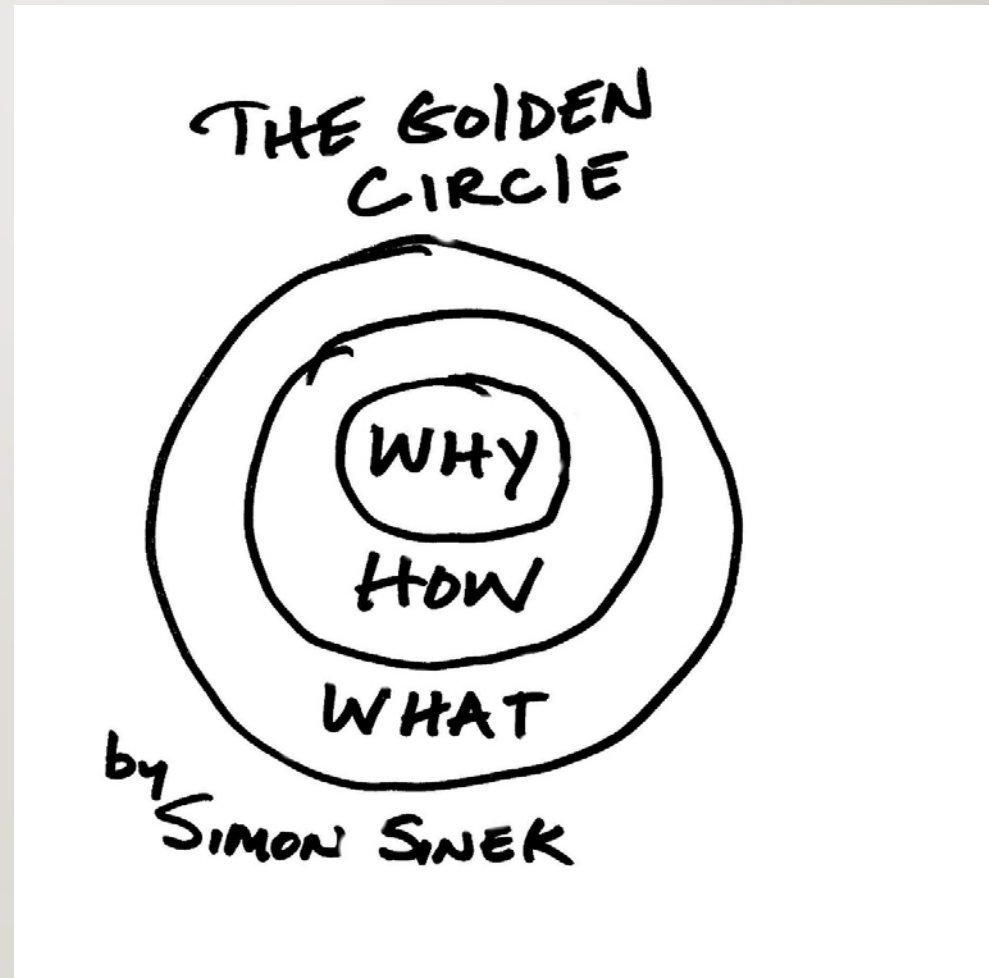


YOUR STRATEGIC RESPONSE TO CHANGE

“When you really listen to another person from their point of view, and reflect back to them that understanding, it's like giving them emotional oxygen.”

Stephen Covey

START WITH 'WHY'



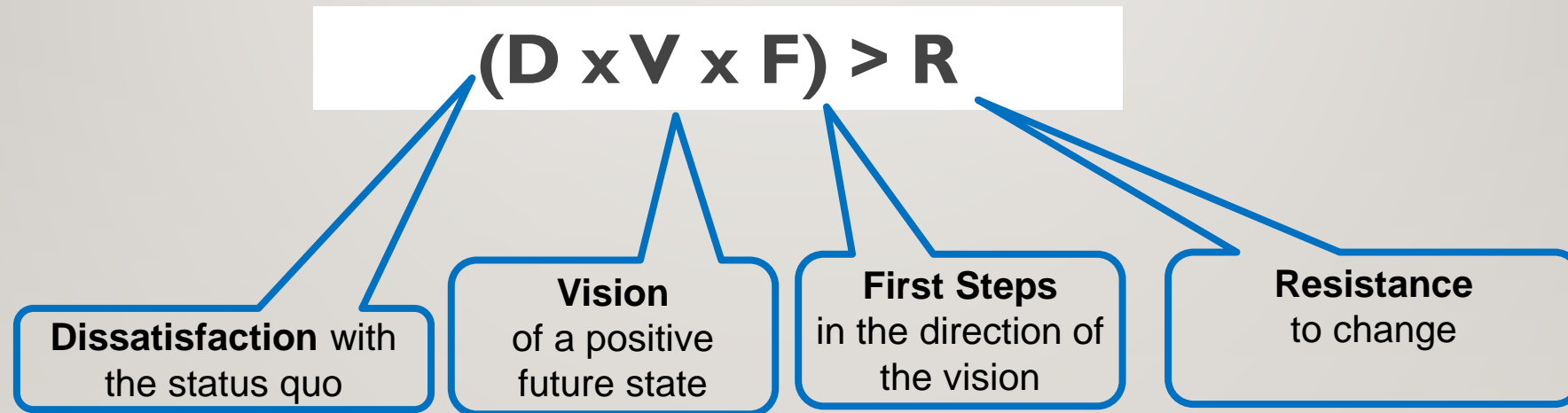
THE CHANGE EQUATION

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THE CHANGE EQUATION

- Sustainable change is only achieved when the Change Equation is true:



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CHOOSE A NEW WAY OF LEADING



LISTENING

“Seek first to understand,
then to be understood.”

Steven Covey, 5th Habit of Highly Effective people

A photograph of two men in a meeting. One man is seated in a chair, gesturing with his hand while speaking. The other man is leaning forward, listening intently. In the background, a computer monitor displays a data visualization with a line graph and bar charts. The entire image is overlaid with a semi-transparent dark grey filter.

LISTENING FOR OTHERS

- PARK (my agenda)
- ATTEND (fully focus)
- EXPLORE (ask and discover)
- VERIFY (shared understanding)



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THANK YOU ELLEN J. BURTON

EJ BURTON & ASSOCIATES

WWW.COACHELLENB@GMAIL.COM