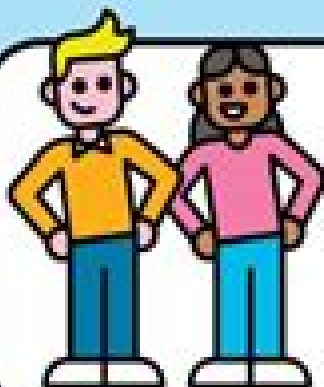


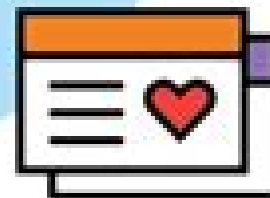
Manage the
system, not the
people.



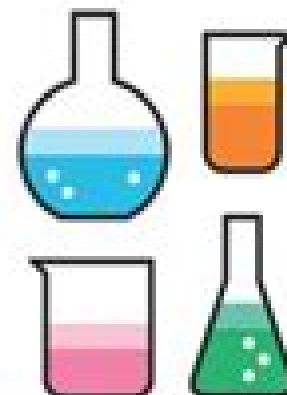
All management (and leadership) is change management.

"People don't resist change, they resist being changed." – Peter Senge

Start the change with identifying a clear "why".



**Don't
change
things;
run
experiments.**



MANAGEMENT 3.0

Change Management

Management 3.0 Change Model:



Dance With the System

Using the PDCA model

- Plan
- Do
- Check
- Act



Stimulate the Network

Using the Adoption Curve model

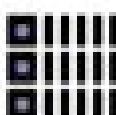
- Initiators
- Innovators
- Early Adopters
- Early Majority
- Late Majority
- Laggards



Mind the People

Using the ADKAR® model

- Awareness
- Desire
- Knowledge
- Ability
- Reinforcement



Change the Environment

Using the Five I's model

- Information
- Identity
- Incentives
- Infrastructure
- Institutions

Nice Change

Clifford Lane



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