

# Build your own change model

**Robert H. Schaffer**

*Principal, Robert H. Schaffer & Associates, Stamford, Connecticut (rhs@rhssa.com)*

**Matthew K. McCreight**

*Principal, Robert H. Schaffer & Associates, Stamford, Connecticut (mkm@rhssa.com)*

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**For decades, CEOs have been looking for the holy grail of corporate transformation, asking, “What is the best way to transform my company? Which model should I use?” Management consultants and academics have been working overtime to supply the answer. They haven’t succeeded, however, because the search is a futile one. Every organization is unique. Leaders can adopt ideas that have worked elsewhere, but they need to create their own one-of-a-kind change model through experimentation, learning, blueprint creation, and, most of all, a strong focus on results.**

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**O**f all the CEOs who will toss and turn tonight, you can bet that a large number of them are wondering how to carry out major transformations in their companies: reversing profit deterioration, adapting to radical technological shifts, accelerating slow growth, breaking into new markets, absorbing major acquisitions, and so on. They want to know how to execute these changes in ways that make them winners. An army of consultants and academics have invested major efforts in trying to create the right formula but without success. Each group of gurus has generated its own models, some of which have cut a vast swath through the corporate world. However, none have really proven effective.

One reason for this failure is the fact that even though transformational change is quite complex, change models generally attempt to provide a simplified, one-size-fits-all solution. Some formulas consist mainly of lofty principles but with no implementation guidelines. Some specify detailed action steps without regard to the appropriateness for different firms. Because each firm has its own work processes, culture, and competencies, a given change formula may work well in one but fail miserably in the next.

Moreover, almost all of the change formula creators adhere to the classic begin-with-preparations change paradigm: Only after endless preparatory tasks such as strategic planning, new information systems, training, reorganization, and so on can progress be expected. This rigidly logical paradigm is neat on paper but bears no resemblance to how firms really carry out changes.

These are only a few of the vulnerabilities of most change theories. There are many others. So it should not be surprising that, despite the public hoopla that has accompanied the unveiling of a number of such theories, not a one has been validated by repeated success over time.

The weakness of master models was demonstrated in a landmark Harvard Business School study in the 1980s by Beer, Eisenstat, and Spector (1990). After examining several attempted major transformations in a variety of corporations, the researchers primarily concluded that com-

# Make Your Own Change

**Shawna Lockhart**



## **Make Your Own Change:**

Be Your Own Change Guru: The Ultimate Women's Guide for Thriving at Midlife Susan Paget, 2014-01-13 When Susan Paget was 47 years old she realized that even though she was reasonably healthy had a happy family life and a career as a television producer something wasn't right Unable to sleep having panic attacks and all around feeling lousy her own doctors weren't able to get to the bottom of what was going on It took watching a daytime talk show for Susan to work out that she was smack in the middle of perimenopause the lead up to menopause Susan soon discovered a strange code of silence around this natural process and took off on a mission to discover what was happening how to take charge and feel good during this key time of life *Be Your Own Change Guru The Ultimate Women's Guide For Thriving At Midlife* is a step by step guide for making change specifically for women over 40 The book addresses common midlife challenges including relationship issues career transition body image finding life purpose and facing empty nest and fertility issues while at the same time weaving Susan's personal journey throughout

*The Rhythms of Life; Engineering Your Own Change to Reach Your Fullest Potential*, 2020-01-27 Have you found the rhythms of your life yet Can you say that the elements that influence your life are all aligned to help you reach your life's fullest potential in this life If you were to take fear out of your life what will it look like These shocking and provocative questions are at the core of this remarkable and inspiring book *One Last Talk* Why do you need to engineer your own change to achieve your desired goals in life This book emerged from the challenging journey of the author on the pursuit of higher academic height life experience and purpose Success is active and not passive so nothing should be left to chance Wake up lock it in and start grinding In this book Theo goes beyond the events and dives into what it means to discover yourself and meet head on the challenges on the road to achieving your potential why people must have a good relationship with fear and then simply explains exactly how this can be done If you feel living more authentically could give you fulfillment and will allow you to have a greater impact on others or it will stop you from holding back because of the fear failure judgment and control this is the book for you Make no mistake the path Theo lays out is simple but not easy because your greatest gift lies next to your deepest wounds nobody attains greatness by accident and NO it will not be given to you Wake up and begin to grind towards your goals *It Always Seems Impossible Until It's Done* Nelson Mandela

*Change Better* Jeanenne, 2010-11-01 Due to the economic crisis organizations are accelerating the dramatic changes they're making in the way they run their businesses Employees faced with these rapid and often undesirable changes need help and so do the organizations they work for If change is going to be a constant in people's lives and the number and type of changes are going to happen faster it is imperative that people develop the ability to live in this constantly changing world without feeling like victims but rather like partners in the changes they face *Change Better* is about how to develop the critical skills and tools necessary to cope with change at work and in one's personal life These skills and the tools that go with them help people gain control over the changes in their lives Jeanenne LaMarsh shows the ways in which readers can help themselves

to change and the ways in which they will be able to accept deal with and maximize change with the greatest speed and least pain *Finding Your Way to Change* Allan Zuckoff, Bonnie Gorscak, 2015-05-14 I know this change would be good for me but I just can't seem to commit to it Whether it's eating healthier making a long desired career change or ending self destructive patterns in relationships old habits die hard The good news is it's perfectly normal to feel stuck and with motivational interviewing MI you can understand what's keeping you there and how to break free Allan Zuckoff and Bonnie Gorscak are MI experts who translate this proven counseling approach into powerful self help strategies and practical tools Readers learn how to deal with unhelpful pressure to change both from others and from within overcome self judgment and shame and build confidence for developing and carrying out a doable personal change plan Vivid stories illustrate the techniques in action Purchasers get access to a Web page where they can download more than 60 worksheets and have the option to fill in forms on screen before printing and or saving

**Windows 8.1** David Pogue, 2013 Windows 8.1 continues the evolution of the most radical redesign in Microsoft's history It combines the familiar Windows desktop with a new touchscreen friendly world of tiles and full screen apps Luckily David Pogue is back to help you make sense of it with humor authority and 500 illustrations The important stuff you need to know What's new in 8.1 The update to 8.1 offers new apps a universal Search the return of the Start menu and several zillion other nips and tucks New features Storage Spaces Windows To Go File Histories if Microsoft wrote it this book covers it Security Protect your PC from viruses spyware spam sick hard drives and out of control kids The network HomeGroups connecting from the road mail Web music streaming among PCs this book has your network covered The software Media Center Photo Gallery Internet Explorer speech recognition this one authoritative witty guide makes it all crystal clear It's the book that should have been in the box

ProBlogger Darren Rowse, Chris Garrett, 2010-04-23 A complete how to from two of the world's top bloggers Thousands of aspiring bloggers launch new blogs every day hoping to boost their income Without solid advice from experts most will fail This bestselling guide now fully revised with new and updated tips and tricks from two of the world's most successful bloggers provides the step by step information bloggers need to turn their hobby into an income source or a fulltime career Earning a solid income from blogging is possible but tricky this book details proven techniques and gives aspiring bloggers the tools to succeed Even novices will learn to choose a blog topic analyze the market set up a blog promote it and earn revenue Offers solid step by step instruction on how bloggers make money why niches matter how to use essential blogging tools and take advantage of social media and content aggregators what a successful blog post should include how to optimize advertising and much more Written by two fulltime professional bloggers the updated edition of ProBlogger tells you exactly how to launch and maintain a blog that makes money

**You Can Change Your Life** Rob Yeung, 2012-12-20 Looking to make a positive change in your life Maybe you've read a few self help books and think you know what you need to do maybe some positive thinking making a resolution or simply wishing for happiness Well here's some news none of this is going to help you simply don't get things in

life just by wishing for them In *You Can Change Your Life* top psychologist Rob Yeung investigates ways of making change stick He offers the most up to date thinking on the skills beliefs and methods that will help you to change your life Rooted in evidence based research and based on proven strategies and treatments Rob offers a new perspective and new techniques to enable you to transform your life or simply work out what s stopping you from achieving your goals You can lose weight feel more positive give up a bad habit get ahead at work or improve anything about yourself Whatever you want to achieve you will feel inspired by the practical advice in this fascination book and be able to tackle change with confidence

*Understanding Human, Part 1, Human Philosophy* Omar Sheikho Murad, 2011 I am Dr Omar Sheikho Murad Originally I am from Zakho City Kurdistan Iraq I have settled down in London since 1996 as a refugee I have been in 2 wars and one violent uprising I have been in touch with human pain and suffering since very early in life till now I have witnessed all kinds of traumas and I have dealt with all kinds of wounds That is through my work as a medical doctor and as a trainee psychiatrist for the last 2 decades My job helped me a lot to understand what people actually need The books that I have written are about using the Water Logic instead of the Rock Logic i e using peaceful means instead of violence aggression My books are about understanding life and understanding human So that individuals and groups know better what to do in life My goal is better quality humans and better quality life for everyone everywhere at every time This is the list of my 7 books *Understanding Human Part 1 Human Philosophy Understanding Human Part 2 Human Thinking Understanding Human Part 3 Human Needs Understanding Human Part 4 Human Behaviour Understanding Human Part 5 The Family Understanding Human Part 6 The Society A Handbook for Help Understanding Human All Parts* *In Fifty Years We'll All Be Chicks* Adam Carolla, 2011-05-17 A couple years back I was at the Phoenix airport bar It was empty except for one heavy set gray bearded grizzled guy who looked like he just rode his donkey into town after a long day of panning for silver in them thar hills He ordered a Jack Daniels straight up and that s when I overheard the young guy with the earring behind the bar asking him if he had ID At first the old sea captain just laughed But the guy with the twinkle in his eye asked again At this point it became apparent that he was serious Dan Haggerty s dad fired back You ve got to be kidding me son The bartender replied New policy Everyone has to show their ID Then I watched Burl Ives reluctantly reach into his dungarees and pull out his military identification card from World War II It s a sad and eerie harbinger of our times that the Oprah watching crystal rubbing Whole Foods shopping moms and their whipped attorney husbands have taken the ability to reason away from the poor schlub who makes the Bloody Marys What we used to settle with common sense or a fist we now settle with hand sanitizer and lawyers Adam Carolla has had enough of this insanity and he s here to help us get our collective balls back *In Fifty Years We ll All Be Chicks* is Adam s comedic gospel of modern America He rips into the absurdity of the culture that demonized the peanut butter and jelly sandwich turned the nation s bathrooms into a lawless free for all of urine and fecal matter and put its citizens at the mercy of a bunch of minimum wagers with axes to grind Peppered between complaints Carolla shares candid

anecdotes from his day to day life as well as his past Sunday football at Jimmy Kimmel s house his attempts to raise his kids in a society that he mostly disagrees with his big showbiz break and much much more Brilliantly showcasing Adam s spot on sense of humor this book cements his status as a cultural commentator comedian complainer extraordinaire *Working Mothers* Denise Tyler,2008 Nobody would say being a working mother is easy but there are ways and means to make it easier This practical book helps you find a bit more flexibility in your life feel less guilty about working motherhood and ensures you know your legal rights *Youth: Stoned, Bruised, Rude & Reeling* Will Sly, 2000 poems 2006 2021 This book contains all ten volumes of the released collections from the very first to the very last as of 2021 **Change Management In A Week** Mike Bourne,2012-03-23 Change management just got easier If an organization does not change in response to the environment in which it is operating it will ultimately fail Just as people have to change and adapt according to their circumstances so do organizations No one can deny that managing change is a difficult and sometimes painful task It is complex and can be emotionally draining involving a range of skills from project planning through to influencing those likely to be affected and ensuring that the appropriate actions happen Difficult though it is the ability to manage change is one of the critical skills needed by a manager Anyone who wants to progress up the career ladder must be adept at instigating and managing change This book concentrates on implementing change and ensuring that it happens It is designed to help managers overseeing the whole change and those who are managing part of the process and trying to keep it on track It will also interest people caught up in the change process helping them to understand why certain things are happening to them Over this week long course you will cover Sunday Why change is necessary Monday Unfreezing creating the impetus for change Tuesday Moving The change roller coaster Wednesday Refreezing making the change stick Thursday Tools for analysing resistance to change Friday Examples of change projects Saturday Making change happen **Spirit's Course in Creating** Rev. Louis S. Mandrack,2014-04-01 You have come to this book this course through this moment in pursuit of expanding your capacity to create at will at a more conscious level and at a faster pace You have been creating all your life this is not new What may be new to you however is learning the process by which all that you are and have and experience is in concert with others Spirits Course in Creating is the life instruction manual missing in the lives of many who want clarity on why they have not received what they have been asking for or did get exactly what they did not want Spirits Course in Creating is a new age course in miracles It clearly outlines in ordinary language with everyday analogies and common experiences how you created into your life experience all that you have More importantly it details how to use that process to deliberately manifest your desires Practice points encourage you to integrate and hone these newly learned skills Create your designer life Shepherd events and coordinate universal resources to orchestrate all the power you have access to that you may not have known is yours to command Open your mind and life experience to all that you had only dreamed about Let this book be your gateway to a rich new and exciting life with greater harmony and ease of access to your desires **Geometry**

**of Safecracking** Jeremy Reeder,2014-01-20 Jeremy Reeder explains the mechanics of modern combination locks and reveals the math behind the magic of professional safecracking He demonstrates how with the right tools and a specialized application of geometry safes can usually be opened with no more than one little hole      **Secrets of Productive People**

Mark Forster,2015-08-27 Discover the 50 secrets that productive people know complete with strategies for putting them into practice What do productive people know that the rest of us don t Do they have a secret recipe for success Is there a special alchemy to being productive The Secrets of Productive People reveals the 50 things you need to know to get things done Each chapter outlines one of the 50 ideas and gives three strategies for putting it into practice Some ideas will surprise you all will inspire you Put these simple strategies together and you have a recipe for a better life a formula that will unlock a more productive you Whether you want to improve your efficiency clear your desk or be on top of your work this book provides the tools and techniques you need to be more productive With dedicated sections on having a productive attitude managing specific projects aids to productivity and productivity in action it gives you everything you need to know

**Tutorial Guide to AutoCAD 2014** Shawna Lockhart,2013-05-29 A Tutorial Guide to AutoCAD 2014 provides a step by step introduction to AutoCAD with commands presented in the context of each tutorial In fifteen clear and comprehensive chapters author Shawna Lockhart guides readers through all the important commands and techniques in AutoCAD 2014 from 2D drawing to solid modeling and finally finishing with rendering In each lesson the author provides step by step instructions with frequent illustrations showing exactly what appears on the AutoCAD screen Later individual steps are no longer provided and readers are asked to apply what they ve learned by completing sequences on their own A carefully developed pedagogy reinforces this cumulative learning approach and supports readers in becoming skilled AutoCAD users A Tutorial Guide to AutoCAD 2014 begins with three Getting Started chapters that include information to get readers of all levels prepared for the tutorials The author includes tips that offer suggestions and warnings as you progress through the tutorials Key Terms and Key Commands are listed at the end of each chapter to recap important topics and commands learned in each tutorial Also a glossary of terms and Commands Summary lists the key commands used in the tutorials Each chapter concludes with end of chapter problems providing challenges to a range of abilities in mechanical electrical and civil engineering as well as architectural problems      *Tutorial Guide to AutoCAD 2016* Shawna Lockhart,2015-05-28 Tutorial Guide to AutoCAD 2016 provides a step by step introduction to AutoCAD with commands presented in the context of each tutorial In fifteen clear and comprehensive chapters author Shawna Lockhart guides readers through all the important commands and techniques in AutoCAD 2016 from 2D drawing to solid modeling and finally finishing with rendering In each lesson the author provides step by step instructions with frequent illustrations showing exactly what appears on the AutoCAD screen Later individual steps are no longer provided and readers are asked to apply what they ve learned by completing sequences on their own A carefully developed pedagogy reinforces this cumulative learning approach and supports readers

in becoming skilled AutoCAD users Tutorial Guide to AutoCAD 2016 begins with three Getting Started chapters that include information to get readers of all levels prepared for the tutorials The author includes tips that offer suggestions and warnings as you progress through the tutorials Key Terms and Key Commands are listed at the end of each chapter to recap important topics and commands learned in each tutorial Also a glossary of terms and Commands Summary list the key commands used in the tutorials Each chapter concludes with end of chapter problems providing challenges to a range of abilities in mechanical electrical and civil engineering as well as architectural problems

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**Tutorial Guide to AutoCAD 2015** Shawna Lockhart,2014-06-06 Tutorial Guide to AutoCAD 2015 provides a step by step introduction to AutoCAD with commands presented in the context of each tutorial In fifteen clear and comprehensive chapters author Shawna Lockhart guides readers through all the important commands and techniques in AutoCAD 2015 from 2D drawing to solid modeling and finally finishing with rendering In each lesson the author provides step by step instructions with frequent illustrations showing exactly what appears on the AutoCAD screen Later individual steps are no longer provided and readers are asked to apply what they ve learned by completing sequences on their own A carefully developed pedagogy reinforces this cumulative learning approach and supports readers in becoming skilled AutoCAD users Tutorial Guide to AutoCAD 2015 begins with three Getting Started chapters that include information to get readers of all levels prepared for the tutorials The author includes tips that offer suggestions and warnings as you progress through the tutorials Key Terms and Key Commands are listed at the end of each chapter to recap important topics and commands learned in each tutorial Also a glossary of terms



and Commands Summary list the key commands used in the tutorials Each chapter concludes with end of chapter problems providing challenges to a range of abilities in mechanical electrical and civil engineering as well as architectural problems

Just Get Out There Gilli Moon, 2010-11 GILLI MOON Author Artist singer songwriter record label owner certified professional coach and Artist Entrepreneur takes you on an enriching journey of artistic and professional discovery with her second book JUST GET OUT THERE her first book is I AM A Professional Artist the Key To Survival and Success In The World of the Arts JUST GET OUT THERE is the Artist s bible to achieving abundance self empowerment and professional success as an Artist entrepreneur 300 pages filled with in depth tips tools steps and resources on getting out there as an Artist all the while achieving personal financial and professional success and joy JUST GET OUT THERE covers topics such as defining your uniqueness building your dream and creating a plan around your goals balancing the art with the business through time management and prioritization techniques fundamentals in producing releasing marketing promotion performing and touring using the Internet and a plethora of in depth tips tools steps and resources on getting out there as an Artist Throughout this book Gilli is guiding you asking you questions giving you exercises and making you think and act the way a strong business savvy Artist should leading you to the Artist you ultimately want to become JUST GET OUT THERE provides Artists inspiration a sense of hope and assurance through anecdotal stories some about Gilli s personal life motivational messages and real practical tried and tested strategies Ultimately it s about enjoying the journey along your path to creative success More info at [www.justgetoutthere.net](http://www.justgetoutthere.net)

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