Managing Innovation and Change

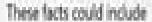
Future Vision

Define and rally around a compelling vision for the future state.

- What potentially threats this vision?
- · How urgent is the change?
- What risks occur if the organization does not change?
- How will you know when we get there?

Create Awareness

Present the facts and findings to create awareness and convince employees to buy-in for the change initiative.



- flat earnings
- rising costs
- decreasing market share,
- other relevant key indicators

Resistance

issues and stakeholders impacted by the change and address them. Be prepared to deal with emotional and political issues.

Urgency

Create a compelling vision and an urgency for change. This moves people out from their comfort zones to a behavior change.



Managing For Innovation

Hugo Tschirky, Cornelius
Herstatt, David Probert, Hans Georg
Gemünden, Thomas Durand, Tim
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