

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.

Change Management

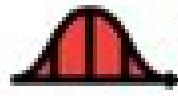
Management 3.0 Change Model:



Dance With the System

Using the PDCA model

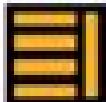
- Plan
- Do
- Check
- Act



Stimulate the Network

Using the Adoption Curve model

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



Mind the People

Using the ADKAR® model

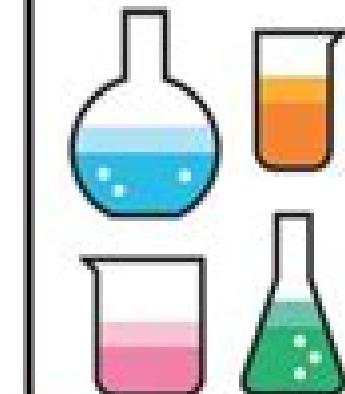
- Awareness
- Desire
- Knowledge
- Ability
- Reinforcement



Change the Environment

Using the Five I's model

- Information
- Identity
- Incentives
- Infrastructure
- Institutions



MANAGEMENT 3.0

Nice Change

John Galsworthy

Nice Change:

Make Change Happen Ian Coyne,2014-07-31 Change in business is constant Manage it well and you'll grow your business stay ahead of the curve and take full advantage of every new opportunity The key to successful well managed change is in this book Written by a specialist its practical visual step by step approach will make sure you're always on the right track that change in your business is smooth stress free and well structured and that all your stakeholders remain on board every step of the way Make Change Happen gives you the start to finish plan you need to implement your change programme and make sure you know what to do Before you start consider what change really means for your company your motivation your goals and your expectations Once you've started agree the goals understand the change curve and what you can do to make a difference In the middle mastering the mid project slump closing gates and focusing on progress At the end knowing when you're finished evaluating how you've done and understanding why if things went wrong This is your practical toolkit for the change process and how to get it right first time every time *FCC Record* United States. Federal Communications Commission,1997

Flight and Migration from Africa to Europe Angelika Groterath,Viviana Langher,Georgia Marinelli,2020-09-14 This publication collects contributions to understanding and addressing migration flows from Africa to Europe and supporting social coexistence in the destination countries Written by experts in psychology and social work the articles approach the topic of immigration based on empirical research in their academic and professional specialties The book focuses on issues of intervention letting the research be the starting point for further plans This focus makes the book valuable for professionals as well as policy makers

Cultural Keywords in Discourse Carsten Levisen,Sophia Waters,2017-10-15 Cultural keywords are words around which whole discourses are organised They are culturally revealing difficult to translate and semantically diverse They capture how speakers have paid attention to the worlds they live in and embody socially recognised ways of thinking and feeling The book contributes to a global turn in cultural keyword studies by exploring keywords from discourse communities in Australia Brazil Hong Kong Japan Melanesia Mexico and Scandinavia Providing new case studies the volume showcases the diversity of ways in which cultural logics form and shape discourse The Natural Semantic Metalanguage NSM approach is used as a unifying framework for the studies This approach offers an attractive methodology for doing explorative discourse analysis on emic and culturally sensitive grounds Cultural Keywords in Discourse will be of interest to researchers and students of semantics pragmatics cultural discourse studies linguistic ethnography and intercultural communication *The Works of John Galsworthy* John Galsworthy,1923

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Kingsley,1917 *Thornicroft's Model* Mrs. Alfred William Hunt,1912 *Justice* John Galsworthy,1913 **Marrying for
Beauty: a Novel** Mrs. Robert Mackenzie Daniel,1870 A Hand-book of Agriculture ,1910 **Patricia** Edith Henrietta
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