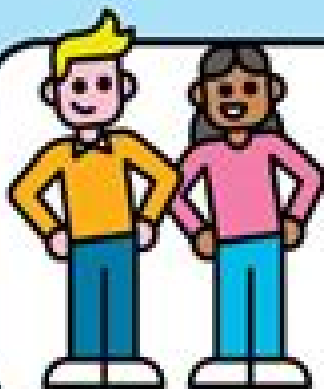


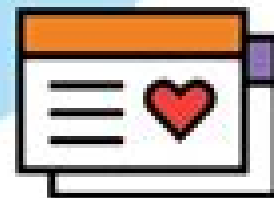
Manage the
system, not the
people.



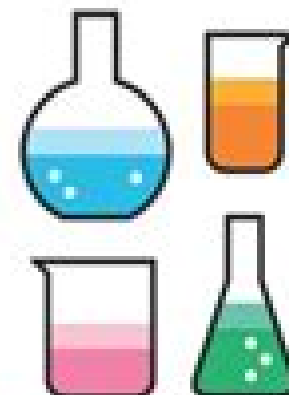
All management (and leadership) is change management.

"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

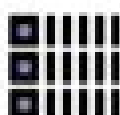
- Initiators
- Innovators
- Early Adopters
- Early Majority
- Late Majority
- Laggards



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

Nicolas Soyer



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

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