

Change Management

Objective Four

As organizations grow, they ultimately need to change to some extent. Managing that change or rather preparing the organization for change is imperative to its ability to grow.



Most people and organizations resist change, because change is uncomfortable. The imperative to making change work is in addressing operational aspects of the organization that need to re-evaluate how they perform their functions towards growth. I work with all functional areas to determine where “change” will be a barrier to success. Recognizing barriers is in no way an assumption that things are being done wrong currently, but perhaps not what is required to grow strategically. As such, it is important to recognize not only day-to-day operational procedures and internal systems that may be barriers to change but also to build upon current procedures and systems to augment their foundation into more robust entities

I work to build avenues and RoadMaps for guiding and managing change. Change Management helps organizations recognize the procedural, system and cultural aspects that need to be addressed. It also helps to understand the transitional phases that an organization needs to go through for change and the Situational Leadership required in which to guide the organization through this. Each organization will have a simplified bell curve of 1) Early Adopters; that believe in the new vision (25%), 2) Refusers; that will fight change no matter what (25%) and 3) Fence Sitters; that will go along with change or pay “lip service” to change until it is proven towards one camp or another (50%). It is within this latter segment that the company needs to focus and bring along key employees and influencers towards “change”.

Noteworthy

During Change Management, I work to help create the communication of the vision that has been defined for the company. Assist leadership in transitioning their teams through the process while also recognizing and working on areas that will be crucial to incorporating an environment of “moving forward”.

This incorporates building “wins” for change and determining key influencers within the Refuser category that may need to be brought along to effect overall buy-in to achieving Strategic Growth.

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Change Management is creating the Vision for the company, detailing a RoadMap to get there, and then developing the necessary tools and consistent behaviors required to help the organization and its people adopt and adapt to working differently than before.