If you are here, reading this, then you have personally mastered the fine art of CHANGE!

Every day YOU maneuver through a world that is ever changing. You use a microwave, you run your DVD player, you email your family, and chat with your friends on your cell phone. Fifteen years ago these didn’t exist. Think how far you’ve come!

Your organization’s ability to embrace change is very important to its growth and development. Do your members resist every new change and constantly complain about them? Or, do they focus on the positive outcomes expected by the change, try to roll with the punches and celebrate when you’ve succeeded?

CHANGE in your Organization
What do your members want out of their organizational experience?

- To have clearly established goals within the group.
- To feel confident in their ability to contribute to the organization.
- To have the proper tools to accomplish their tasks.
- To have the respect of other organization members.
- To receive recognition for their efforts.

CHANGE gets in the way of what you want – at least for a time.
The process of change can:

- Impede your ability to feel competent in your work
- Distract you from your goals
- Make you think other members don’t respect your abilities
- Take away tools that were effective for you
- Make you feel unworthy of recognition
- Frustrate the heck out of you

More often than not however, the CHANGE your organization suffers through today reward you in the future.

Steps to help your organization members embrace CHANGE

1. Ask WHY – Why are we changing? What is the ultimate goal of the change? How will we be improved when the process is complete?
2. Don’t be surprised by feelings of incompetence, inadequacy, frustration, or fear expressed (or not) by organization members.
3. Look for the good. Even if it is difficult. Keep your eye on the prize.
4. Celebrate mini victories within the big change.
5. Support other members and ask them to support you.
6. Engage in continual evaluation of the change – is it working as expected? Does it need some adjustment?