Making Change Happen

AGED 607
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PERSONAL VS. ORGANIZATIONAL
Comparing Steps For Successful Change

STEPS: PERSONAL CHANGE
1. Identify: the situation
   * What does the change accomplish?
2. Ask: what is the worst thing that can happen with this change?
3. Write out the benefits
4. Write: a plan to visualize success
STEPS:
PERSONAL CHANGE
5. Associate: with people who have done similar things
6. Get: someone to coach you
7. Acquire: a "now" attitude (don't procrastinate)

STEPS:
ORGANIZATIONAL CHANGE
1. Announce descriptively with details
2. Acknowledge hardships for group
3. Prioritize the challenges

STEPS:
ORGANIZATIONAL CHANGE
4. Create open forums for discussion
5. Identify personal benefits from the change
6. Identify organizational benefits from the change
An Innovation Test

Look at the list below. Pick the 6 words that best describe you:

- Energetic
- Persuasive
- Observant
- Fashionable
- Self-confident
- Forward-looking

- Cautious
- Habit-bound
- Resourceful
- Informal
- Courageous
- Persevering

Create a score by adding the point values at the end of each word:

- Energetic -2
- Persuasive -0
- Observant -2
- Fashionable -0
- Self-confident -1
- Forward-looking -1

- Cautious -0
- Habit-bound -0
- Resourceful -2
- Informal -1
- Courageous -1
- Persevering -2

The More Innovative People Can....

- Handle immediate problems and maintain long-range vision
- Decide quickly or defer until more appropriate time
- Deal with both short and long term rewards
- Shift goals if necessary
- Say "no" and compromise if necessary