



Ready, Set, Change! When Information is Not Enough

"Information is not enough! Just telling people what to do doesn't work. You have to engage your team members to get the buy-in for big changes."
Marilyn Laverty

2007 has arrived (Clunk! Whee! Splat!) with a heaping helping of change in store for everyone you work with, including you, the leader who has to manage it.

A Powerful Model for Change

OK, there is no silver bullet, but we do offer you this powerful model right here that you can read in 5 minutes, apply and get results.

Here are the 5 facets of change management which you can apply to optimize your results. First, read them and then ask the questions to prepare yourself and others for a spectacularly successful year.

1. Information

Give employees and team members more than enough information about the situation. Make sure they understand *why* the change is necessary.

2. Motivation

Design project plans to include different motivators for people with different styles. Hint: Participation in designing the projects they work on is an essential motivator for most people.

3. Competence

Assess yourself and your team to make sure you have all the skills and resources you need.

4. Capacity

Review the level of organizational support for your project. Lobby for support to ensure a successful outcome.

5. Rewards

Build in meaningful incentives and rewards for team members.

A Powerful Model for Change

Understanding the leverage points for change will support you to change and achieve your 2007 goals.

The same model is invaluable in working with your team to execute the change in your company!

There are 5 facets to change. Which of the following 5 will leverage change for you?

Information & Understanding - Why:
Describe the reasons for the change. How much information do the employees have? Do they really know why this change is needed?
On a scale of 1 to 6 with one being low, what is the "WHY" score?

_____ / 1 - 6

Motivation & Buy In:
How much do you want this change? How much to the other team members want it? Do they agree this change is necessary? How much are they invested in its outcome?
On a scale from 1 to 6, with

Preparation:

Ask yourself these questions for your beginning of the year assessment:

The changes I plan to achieve in 2007 are.....

The changes others who report to me need to make in 2007 include.....

List all the good consequences of each change.

Then list the negative consequences for each change.

How can you minimize the negative and enhance the positive?

Action Steps: Review these five facets for change and rate them in the next column. Decide what actions you can take right away to increase those scores. Since you won't have time to do everything perfectly, set your priorities.

Where is your optimal leverage for this change?



Success Formula: Place your time and energy into the facet of change that will leverage the most results.

Be ready for change - 2007 will be a fabulous year to set and achieve your goals. Get ready today!

Marilyn Laverty, President
Teams on Target, Inc.

P.S. Want help clarifying your 2007 goals and discovering how to leverage results?

Call Teams On Target. We research high performing professionals and teams and offer you proven short-cuts to jump-start your 2007 goals and optimize profits and productivity.

six being high, what is the "MOTIVATION" score?

1 - 6

Competence & Know How:

Do you and the team have the skills to implement the change? Is more training required? Or, do you need to recruit people to cover the missing skills?

What is the "COMPETENCE" score?

1 - 6

Capacity & Resources:

Do you have enough time, money and people power to execute this change successfully? How much does the rest of the organization support the outcome? What is the "CAPACITY" score?

1 - 6

Rewards & Pay-Offs:

What is in it for the employees to change? What incentives have you designed? Will the rewards reinforce the change?

What is the "PAY-OFF" score?

(1 is low & 6 is high)

1 - 6

The higher your overall score is, the more effective the change will be.

Contact the team of experts at Teams On Target to support your organizational changes. Customized processes insure employee buy-in.

303-290-8989

Call us today for a free telephone consultation.

"I finally could see why the Administration Division was dragging their feet. Your change model turned my project around. We had not taken into

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"Thank you for helping me write up all my 2007. They're realistic, achievable and they really wowed my boss." Account Manager

Healthcare Consultant

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account how much our supervisors and team leads were impacted by the new software. With your guidance, we have addressed their frustrations. Now we have an engaged team and we are zooming ahead."

Sharon
Controller & Team Lead
Financial Service
Company

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