



# Dealing With Change

## "Everyday is an adventure"

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*Rev. Russell E. Kuhns*

# Giving Credit Where Due. Spencer Johnson M.D.

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- "Who Moved My Cheese?"



- "The Present"





# A Few Good Laughs

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- A senior Vermont Congressman called, furious about a Florida package we did. I asked what was wrong with the vacation in Orlando. He said he was expecting an ocean-view room. I tried to explain that's not possible, since Orlando is in the middle of the state. He replied, "Don't lie to me, I looked on the map and Florida is a very thin state!"



# A Few Good Laughs

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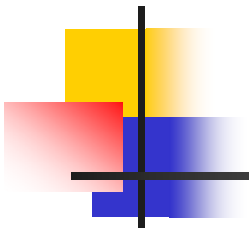
- I got a call from a candidate's staffer, who wanted to go to Capetown. I started to Explain the length of the flight and the passport information, then she interrupted me with, "I'm not trying to make you look stupid, but Capetown is in Massachusetts." Without trying to make her look stupid, I calmly explained, "Cape Cod is in Massachusetts, Capetown is in Africa." Her response - click.



# Change is Inevitable

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*Some people insist that if **normal** and **good old days** were so good, they would still be here. True or false, one thing is for sure, they are gone.*



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“Life is no straight and easy corridor along which we travel free and unhampered, but a maze of passages, through which we must seek our way, lost and confused, now and again checked in a blind alley.

But always, if we have faith, a door will open for us, not perhaps one that we ourselves would ever have thought of, but one that will ultimately prove good for us.”

- *A.J. Cronin* -



# Only Constant In Life : *Change*

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- Voluntary (Choice)
- Involuntary (Without Choice)
- Predictable (un – Predictable)



# Part of The “Human Condition”

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- Change has always been with us . . .
  - The Pace of Change
    - Faster
    - Affect
    - Adjust





# How Do We Respond

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- Lost
- Out of Control
- Uptight



# Work Related Change

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- Mission
- Workload
- Political
- Environment
- Changes In Management
- Resources
- Technological

# As A Result of The Magic 3

( Lost, Out of Control, Uptight )

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- We have always done . . . .
- The costs outweigh the advan . . . .
- Who is reaping this benefit . . . .
- There is no reasoning for this . . . .
- Will I have a job . . . .



# Personal Change

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- Financial Dynamic
- Family Dynamic
- Health Dynamic

# As A Result of The Magic 3

( Lost, Out of Control, Uptight )

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- Denial
- Bargaining / Negotiating
- Anger

# TIME FOR A FUN BREAK

- Ace = 1
- Jack = 11
- Queen = 12
- King = 13





# How To Manage Change

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- Bring on the Mice
- Bring on the Cheese



# The Mice and Their Cheese

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- "Sniff"
- "Scurry"

Lived in a Maze and would hunt for cheese. Hard nibbling cheese.





# The Little People on the Hunt

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- “Hem”
- “Haw”

Looking for their own special cheese, with a capital “C”.



# Sniff and Scurry

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- Trial and Error Method
- Sniff would smell, Scurry would run.

As a team they worked well, maybe not efficient but worked well to find their reward.



# Hem and Haw

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- Relied on their Complex Brains
- Sophisticated Methods to Locate

Even though more complicated would find their reward and receive their just reward.



# When Change Happens

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- Embrace the Change

OR

- Stay Stuck in the Past



# Four Levels of Change

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- Knowledge
- Attitude
- Individual Change
- Group Change



# How To Prepare

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- Support Relationships
- Take Care of Yourself
- Build Self – Esteem
- BE OPEN AND FLEXIBLE
- Take Control of Your Life
- Accept Uncertainty
- Look Forward to The Future



# How To Respond Positively

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- Accept the fact of uncertainty . . . .
- Look forward to change . . . .
- Get the ball rolling . . . . .
- Open the lines of communication . . . .



So Find Your Path To The Cheese !!

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***"You are the only person who can use your ability. It is an awesome responsibility."***

*Ralph Waldo Emerson*





# The Present

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- Focus On What Is Right Now. Respond To What Is Important Now.
- Look At What Happened In The Past. Learn Something Valuable From It.
- See What A Wonderful Future Would Look Like. Make Plans To Help It Happen. Put Your Plan Into Action In The Present.