

**Some people  
believe that  
change is  
information**

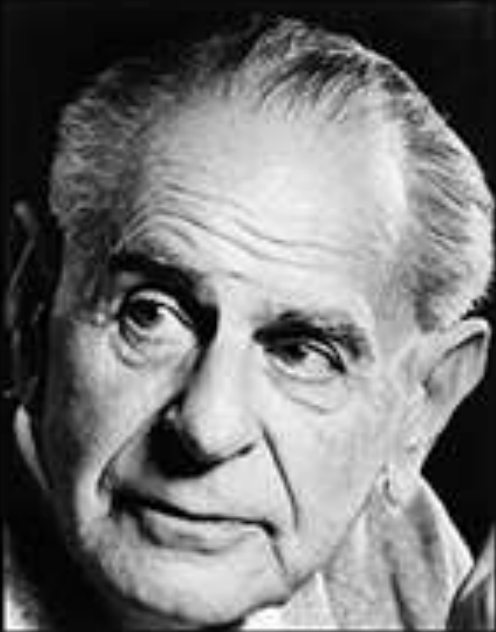
# Are you a believer





Or is there **more?**

# **10 Facts of Change Management**



No rational argument will have a rational effect on  
a man who does not want to adopt a rational  
attitude.

(Karl Popper)

[izquotes.com](http://izquotes.com)

# #1

**There is not just  
one and one  
only way**









## **GOOD** news

There are many  
methods and tools  
in the world

## **BAD** news

You have to find your

**OWN** way





# 83 %

of companies  
**reached** their  
target with **pro-  
active** change  
management plans

\* source: PWC

**Without** Change  
Management:  
Productivity  
**decreases** by  
**23 %**  
dismissals **increase**  
by **10 %.**

\* source capgemini

# #2

**You will only  
succeed by  
involving  
people**

**No top down only  
approach will be Successful**



Let people be **part of change**

Let people **network**

Let people **be creative**



Let people **complain**

Let people **talk**

Let people **find their way**



Let people **try**

Let people **fail**

Let people **share experience**

Let people **find opportunities**

Let people **promote success**



Let people **See a perspective**

# #3

There is **no**  
**fast way**



Take your time

People have their own speed The **best** you can do is:

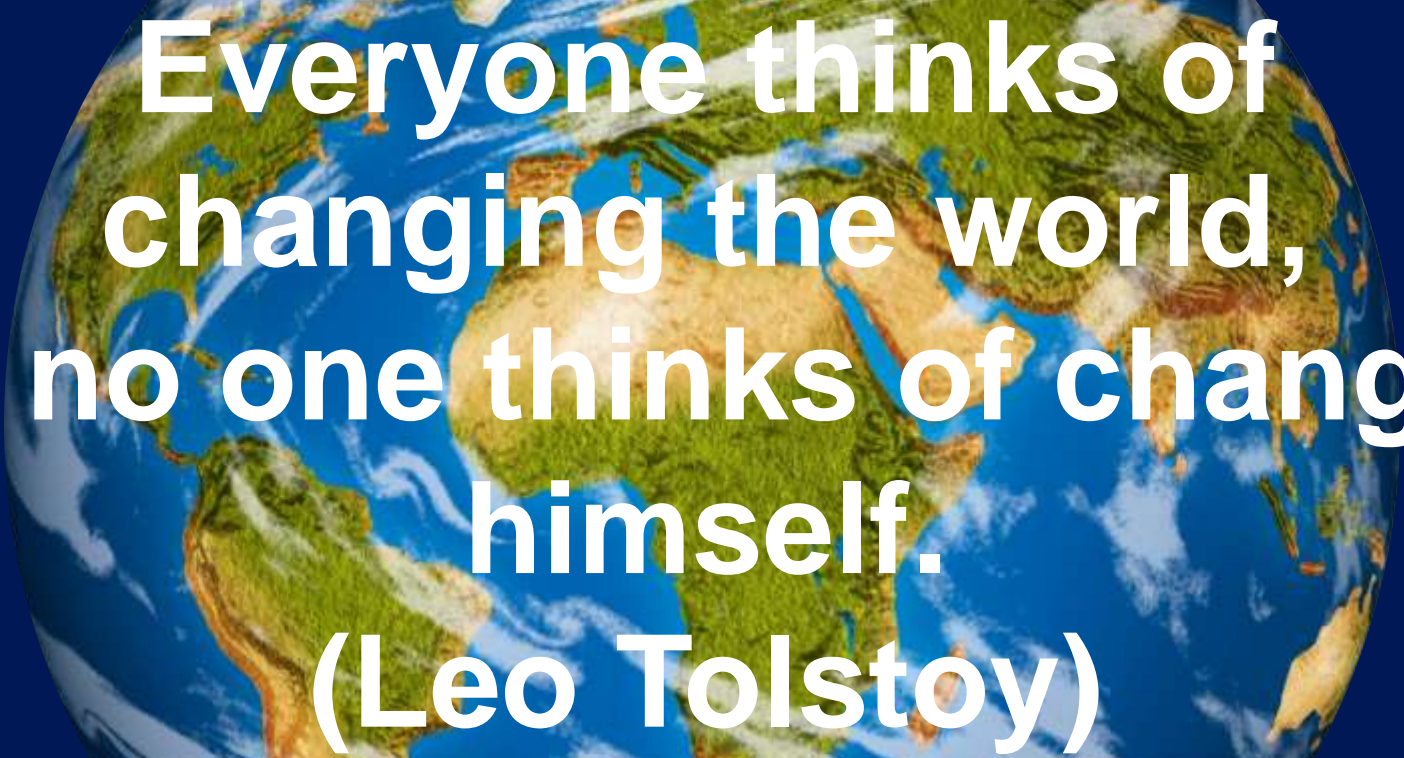
Listen

Explain

Encourage

# #4

**You will not have a  
solution for  
everybody**



**Everyone thinks of  
changing the world,  
but no one thinks of changing  
himself.  
(Leo Tolstoy)**



Be aware:

**Everybody is living  
in his own world,  
no chance to  
change this**



But you can  
**foster**  
**change** by  
providing the  
right  
environment



# #5

You need to build up  
a **network** on  
all levels

The more people  
**are** convinced,  
the more  
**they** will convince



**Allow  
experiences  
and mistakes**

**#6**

**You can't  
explain enough**



If you run after 2 hares,  
you will catch neither  
(English saying)

**Clear  
Vision  
One  
message**

**Again** and  
**again** and  
**again** and  
**again** and



# #7

**Your managers  
know how to  
deal with it**



Only 16 % of employees are committed to their company

**67 % work-to-rule**

17% have resigned internally

Source Gallup Study, 2014



**Main reason:**  
dissatisfaction with managers

To involve,  
**convince** and  
**empower**  
your managers  
to the change is

**crucial**



# #8

The **strategy** is  
**clear** to everybody





No

No

No

People will **resist**

Long

Long long

**Because** they don't:

**Understand**

**Accept**

**Find their place**

denied

feel attracted



Communicate  
Clear goals  
Ensure  
understanding



# #9

**Everybody  
sees the  
benefits**

It is, the way it is

**No** negotiation possible

**Decisions** are made

**No** way back



Yesterday was, today is

# #10

**your** world  
will **not** stay  
the same

If you're searching for **that**  
**one person** that will **change**  
**your life**, take a look into the  
**mirror.**



**Respect the  
past, but  
look out for  
the future**

**In the end**

**Change is  
the only  
constant in  
life**





If you want to be happy,

Be happy

Leo Tolstoy

Thanks !

