Organizational Change:
What Every Team Member Must Know

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Leaders and team members in all kinds of organizations are discovering that it is no longer enough to manage change with their gut or with what has worked for them in the past. The stakes are much too high. This is a new century calling for not only the art, but also, the science of change management

In this presentation, Mitch will share the insights from his years of robust experiences working for Fortune 500 corporations, as well as the highlights of the most current research on change management—all with a practical bent.

There will be a dual focus of this presentation. First, Mitch will debunk the false myths that most team members have regarding change management. Engaging in significant organizational change is not intuitive. There's a science to it. While these myths may *seem* to ring true, Mitch challenges team leaders not to be duped! The myths are simply inaccurate. These false myths incorporate the following:

- **Myth 1:** Lead change primarily through the future tense.
- **Myth 2:** Establish the vision before the team.
- **Myth 3:** In discovering the future, cross the t's and dot the i's.
- **Myth 4:** Communicate more with those who are "outliers."
- **Myth 5:** Abandon empowerment because it doesn't work.
- **Myth 6:** Focus on long-term wins.
- **Myth 7:** Do more in less time.
- **Myth 8:** You can't change the culture of a corporation or team.

Second, there will be a focus on the antidotes to each of these myths. It is not enough to simply dispel the 8 false myths of organizational change; there are 8 specific practices that every team leader must know:

- **Antidote 1:** Increase the urgency of the need for change;
- **Antidote 2:** Use a team to spread the learning;
- **Antidote 3**: Get the change vision right;
- **Antidote 4:** Communicate the change vision for buy-in;
- **Antidote 5:** Teach people how to perform related to the vision;
- **Antidote 6:** Design short-term wins of high impact;
- **Antidote 7:** Don't let up;
- **Antidote 8:** Practice strategies to make change stick!

When team leaders apply these practices, Mitch will share the documented evidence regarding how organizations and teams improve in effectiveness and agility.