Change

- Energy for Change
  - Go Get'em
  - Tired
  - Scared
  - Confused
  - Chaotic
- Stages
  - Satir
    - Late Status Quo
    - Foreign Element
    - Chaos
    - Transforming Idea
    - Integration and Practice
    - New Status Quo
  - Change Monster
    - Stagnation
    - Preparation
    - Implementation
    - Determination
    - Fruition
  - William Bridges
    - Ending, Losing, Letting Go
    - The Neutral Zone
    - The New Beginning
- Coping
  - Kübler-Ross (Internal)
    - Denial
    - Anger
    - Bargaining
    - Depression
    - Acceptance
  - Positive View
    - Uniformed optimism
    - Informed Pessimism
    - Hopeful Realism
    - Informed Optimism
    - Completion
    - CIO Magazine in InfoSelect Change Agent topic
  - Satir (Interpersonal)
    - Blame
    - Placating
    - Super Reasonable
    - Irrelevant
    - Congruent
- Ackoff's Outcomes
  - Solve
  - Dissolve
  - Resolve
- Muscle Memory
  - Stress Situations
  - Create new memory
  - MBTI Type
- Position
  - Management
  - Not Management
  - Consultant/Coach
- Process
  - Sink/Swim
  - Guided Learning
  - Coaching
- Levers
  - MOIJ
    - Organization
    - Information
    - Motivation
    - Jiggling
  - CDE
    - Containers
    - Differences
    - Exchanges
  - Conditions
  - Clarity
  - Constraints
  - NLP Logical Levels
- Dimensions
  - Organization
  - Team
  - Individual
  - Process / Method
- Exercises
  - Hand Clasp/Arm Fold
  - Name write with off hand
  - Juggling
- Methods for evaluating change
  - Retrospective
    - set the stage
    - gather data
    - generate insights
    - plan action
    - close
  - Temperature Reading
    - Appreciations
    - Concerns
    - Complaints with Recommendations
    - New information
    - Hopes & Wishes
  - Three universal questions
    - How did we come to be here?
    - How do we feel about it?
    - What would we like to have happen?
    - Check Communication Disconnects by Karten
  - Satir Interaction Model
  - Congruence - Systems involve
    - Self
    - Other
    - Context
- Change Patterns
  - AGILE
    - Anticipate Change
    - Generate Confidence
    - Initiate Action
    - Liberate Thinking
    - Evaluate Results
  - Learning Organization
    - Systems Thinking
    - Personal Mastery
    - Mental Models
    - Shared Vision
    - Team Learning
- Reasons
  - Mandated
  - Environment
    - Competition
    - Customers
  - Reduce pain / loss
  - Better Way! (Bored?)
  - improved results
- Psychology
  - Status
  - Certainty
  - Autonomy
  - Relatedness
  - Fairness
  - Motivation
    - Self
    - Social
    - Structural
- Models
  - Newtonian
  - Organic
  - Diffusion
  - Hole-In-the-Floor
  - Learning Curve
  - Satir
- Lose
  - Power
  - Position
  - Skill/Competence
  - Confidence
  - Comfort
- Gain
  - New skills
  - ?Better Position?
  - system variety
- Throughput
  - Prior
  - During
  - After
- Focus
  - What would would having this do for you?
  - Problem
    - Whose?
    - How many facets?
    - What?
    - Why?
  - Solution
    - Future Perfect
    - Make Use of What's there
    - Possibilities
    - Actions
- Environment
  - Hostile
  - Supportive
- Rate
  - Acceptance
  - Skill level change (Dreyfus)
  - Thinking
- Temperaments
  - NT Visionary
  - NF Catalyst
  - SJ Organizer
  - SP Troubleshooter
- Techniques
  - Perceptual Positions
  - Inclusive Frames (both/and not either/or)
  - Talk to Someone
- Physiology
- Corporate Cultures
  - Schneider's
    - Control
    - Collaboration
    - Cultivation
    - Competence
  - Westrum
    - Pathological
    - Bureaucratic
    - Generative
- Books
  - BaTL
  - QSM IV (at least)
  - Managing Transitions
  - change monster
  - Fearless Change
  - Solutions Focus
  - Fifth Discipline/Fieldbook
  - Influencer
    - Motivation
    - Ability
  - Power of Habit
    - Habit Loop
    - Processes are corp habits
  - Scaling Up Excellence
  - Facilitating Organizational Change
- Tools
  - Critical Thinking
  - Creative/Lateral Thinking
  - Experiment/Inspect/Adapt
  - Do something
    - Cycles
      - Shewart
      - DMAIC
      - OODA
    - Double Loop Learning
  - Shape of the Problem
  - Diagram of Effects
  - Behavior Over Time
  - Positive Deviance (Herding Butterfiles Surfing Chaos)
  - SIMPLE
    - Solution Focus
    - Inbetween the action is the Interaction
    - Make use of what's there
    - Possibilities - past, present, future
    - Language - simply said
    - Every case is different
  - Well Formed Outcome
  - Rule of Three
  - Viral Change (Bach)
  - Game Plan Process (Big Questions)
    - Assess Current Situation
    - Discover the "Big Questions"
    - Create Images of Possibility
    - Evolve Workable Strategies
  - New Beginning(Wm Bridges)
    - Purpose Behind
    - Picture of Outcome
    - step-by-step plan
    - each person has a part
  - Positive Deviance

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