

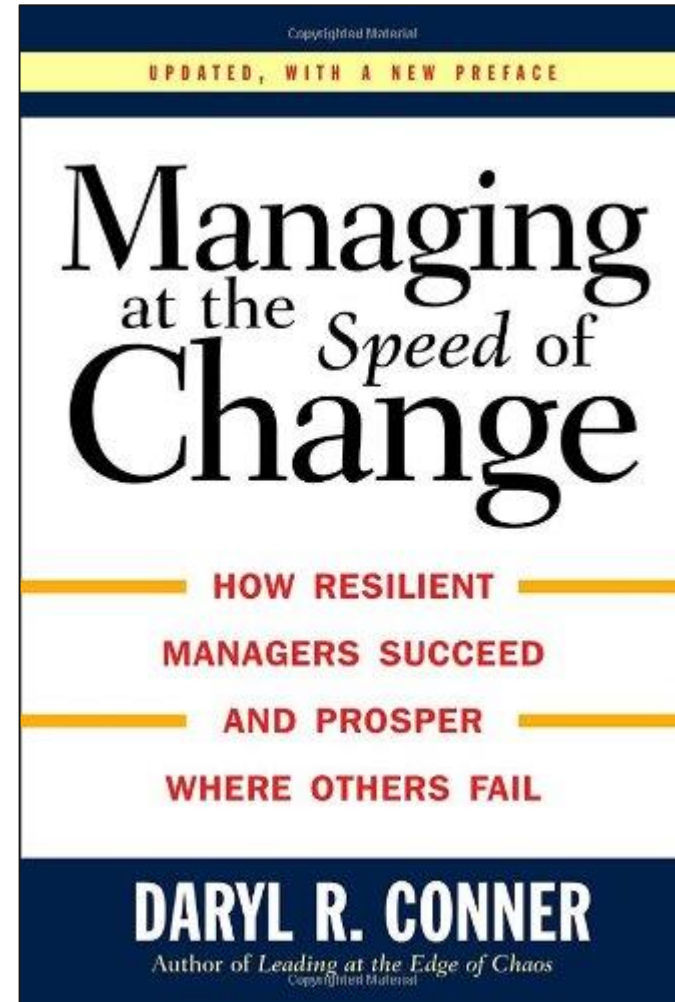
Dear Mr. Change Manager: You saved my assets!

Beyond Budgeting Round Table North America
15th Annual Conference

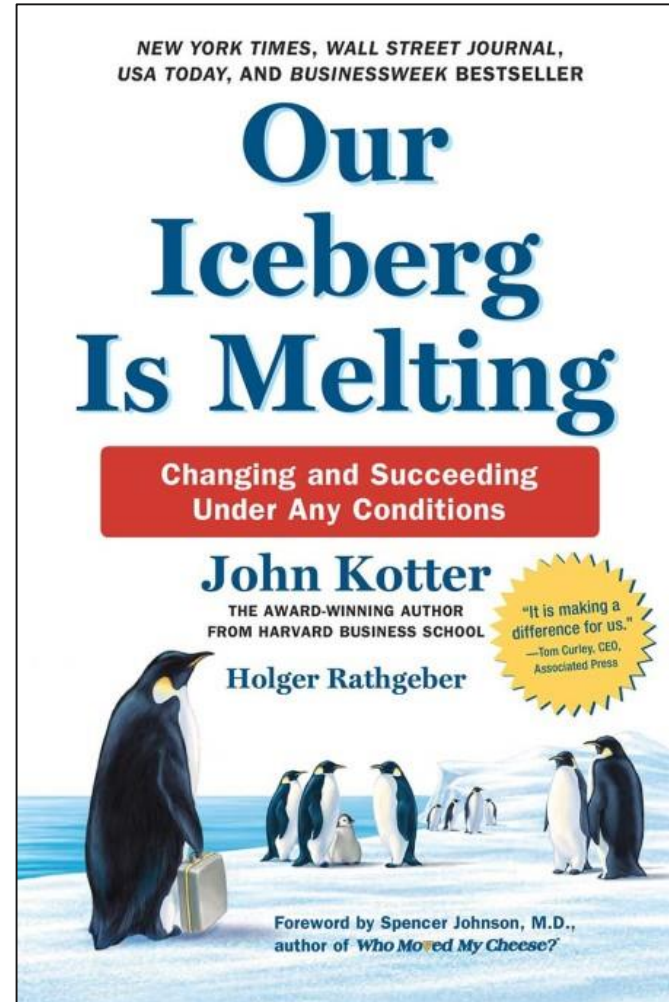
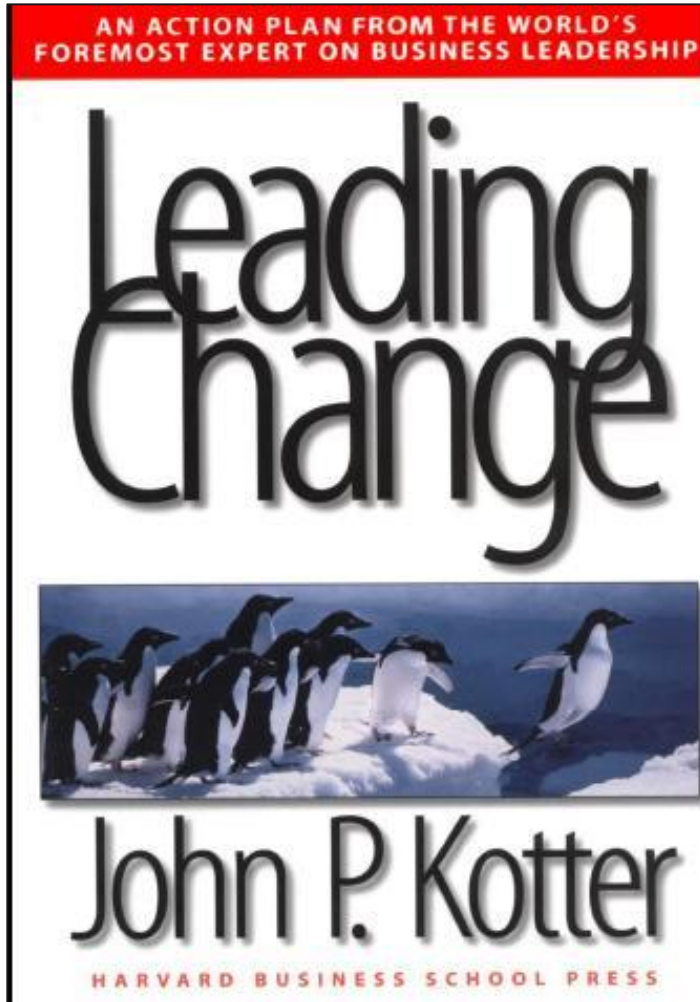
Minneapolis, June 2016



Change Management Roots

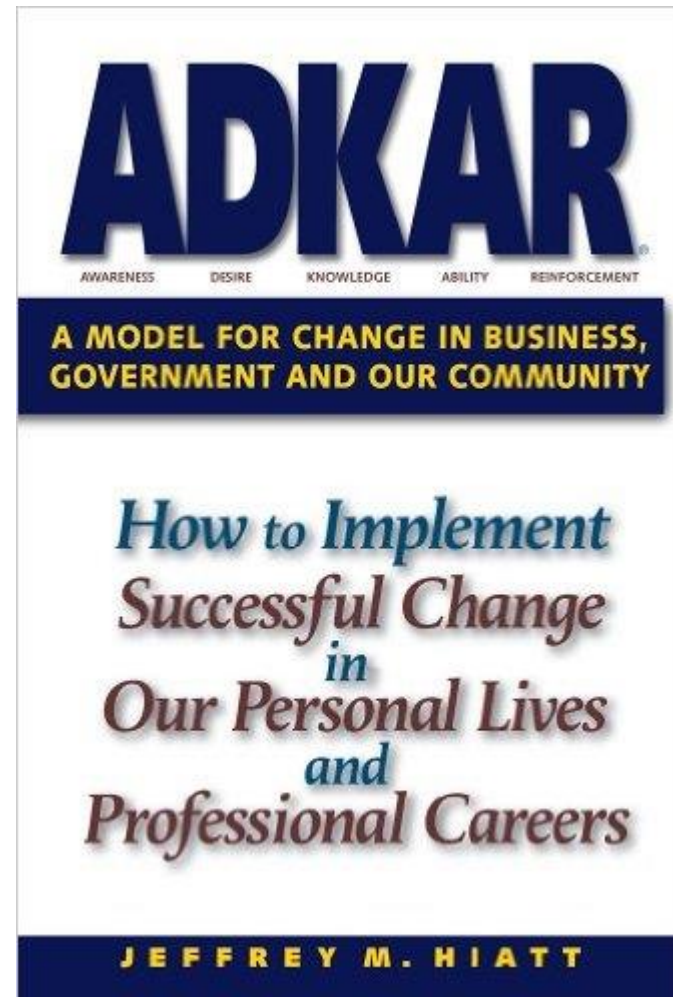


Change Management Roots



Change Management Roots

Prosci[®]



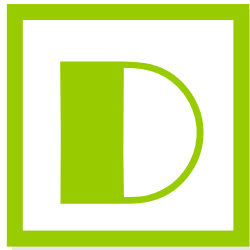
The Challenge with Continuous Change



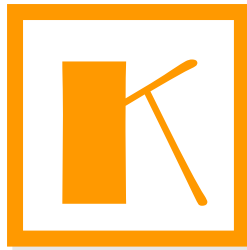
The Process of Individual Change



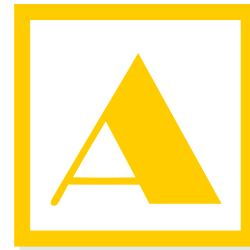
Awareness



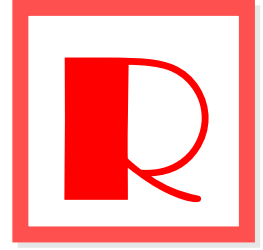
Desire



Knowledge



Ability



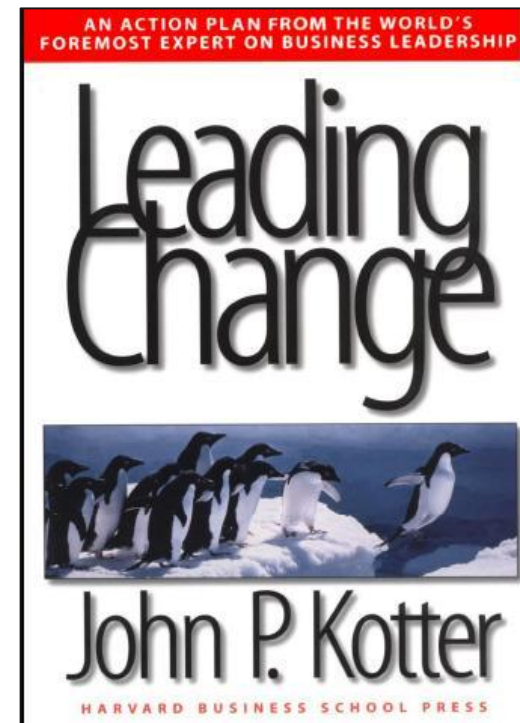
Reinforcement

The Mystery of Desire

Analyze, Think, Change

vs.

See, Feel, Change

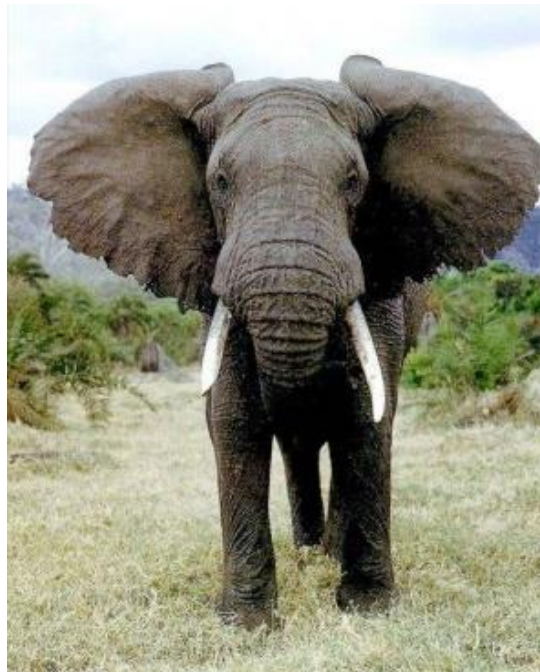


The Mystery of Desire

Intellect



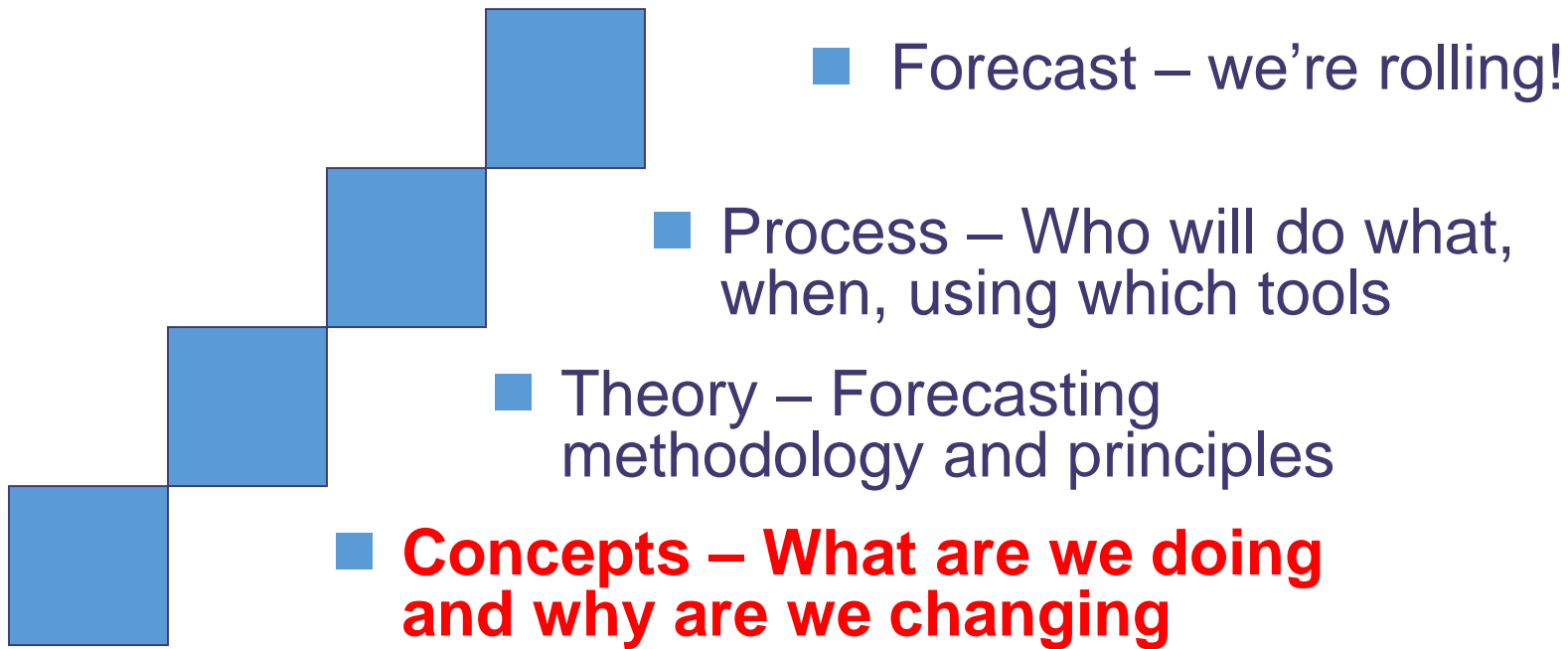
Emotion



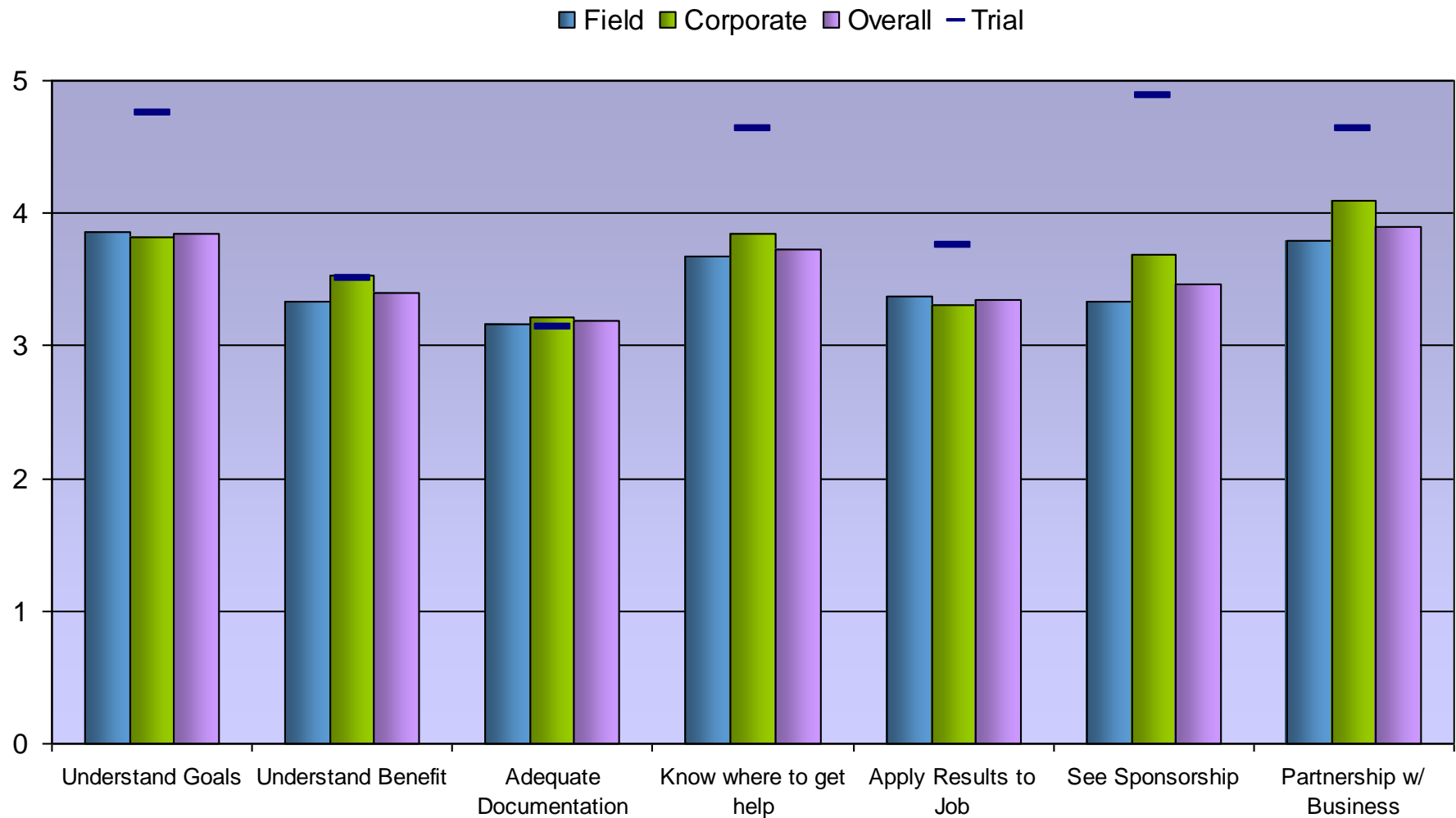
Environment



Training Approach



Change Readiness Assessment



Communication – The Key is “Stickiness”

Simple	✓
Unexpected	✓
Concrete	✓
Credible	✓
Emotional	✓
Stories	✓

