

CHANGE MANAGEMENT

What will you learn?

- How Change Management relates to the view Improve Everything.
- How to use the PDCA model to dance with the system.
- How to use the ADKAR® model to mind the people.
- How to use the Adoption Curve model to stimulate the network.
- How to use the Five I's model to create a supporting environment
- How to use the Change Management Game to support your change.
- Four different models that you can use to realize change, PDCA, ADKAR® , Adoption Curve Model and the Five I's model.
- How to support a complex adaptive system during a change.
- The importance of making sure people are supported during a change project.
- Different strategies to support people who have a different acceptance of a change.
- Why changing the environment can help you to change behavior of people to support a change.
- The need for creating a fail-safe environment when realizing change.

What will we discuss?

- Why do some people fear change?
- How much change can organizations process? Will there come a time with less change?
- What if people can't accept or deal with the changes anymore? Can we expect the same from old people as young people?

Which practices will you experience or learn about?

[Moving Motivators](#)

Moving Motivators can help you to learn about what motivates people and teams. Use this information, as manager or leader, to create a system where they can motivate themselves.

[Kudo Cards](#)

How can Kudo cards support your organization in giving feedback to each other?

[Feedback Wrap](#)

Give actionable feedback, the kind that leads to positive, self-motivated action and not disgruntled teammates.

[Celebration Grid](#)

Whether we succeed or fail what's important is to learn from our experiments and celebrate learning.

[Merit Money](#)

Reward people based on real merits instead of imagined performance, co-workers reward each other directly without involvement of managers.

