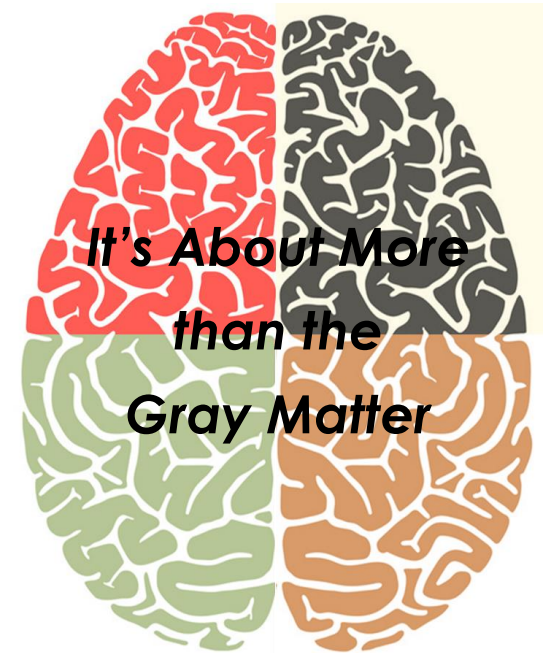




Take what you have and create what you want.™ **Training & Development**
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CHANGE YOUR MIND MIND YOUR CHANGE

All Performance Improvement Requires Change



POWERed Up and Ready to GROW!

THE CONCEPT: CYM,MYC



The **Change Your Mind, Mind Your Change** Training Series is an integrated component of the Masala Training & Development System.



This system features Performance Improvement through effective Communication, Change Management and Adaptability.

Notes:

THE CONCEPT: CYM,MYC

- There is a famous oxy-moron in business the term Time Management.
- Time can neither be controlled, accelerated, reversed nor stopped. Therefore, it can not be "managed". To effectively respond to the elements associated with Time, we must manage-ourselves.
- Change is an immutable force as old as and even more powerful than Time. When faced with the inevitable wave of change throughout our society and within our lives, we must alter the way we think about change. We must learn to effectively manage ourselves instead.
- Change is NOT unpredictable nor completely erratic. Change is a Process, albeit a complicated process with expansive variables but a process non the less. And as such, it can be understood and predicted even if it cannot ever be mastered.

Notes: _____

TRAINING: OBJECTIVES



A Plan for Personal Change



A Concept of a Plan for Organizational Change



Understand your Personal Road to Change



Identify Tools for the Journey

Notes:

CHANGE YOUR
MIND
MIND YOUR
CHANGE

Notes: _____

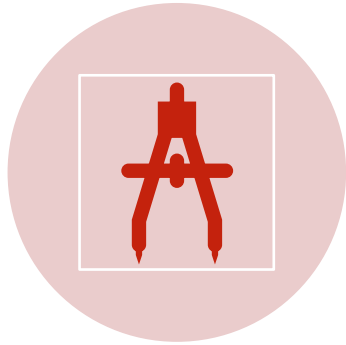


Change is a **Journey**

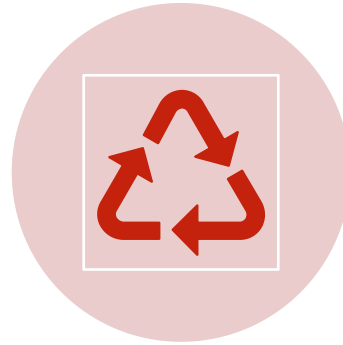


Not Just a
Destination.

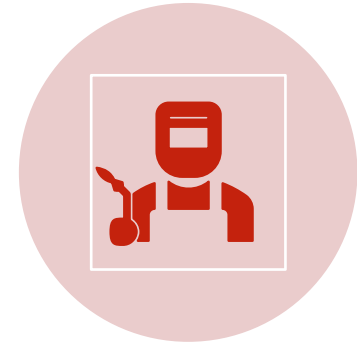
THINGS THAT HAVEN'T CHANGED IN 100 YEARS



CONSTANT IMPROVEMENT IS WHAT WE DO. SO HOW AMAZING IS IT THAT THERE EXIST A HANDFUL OF OBJECTS THAT, THOUGH THEY BE 100 YEARS OLD OR MORE, ARE STILL PERFECT?



SURE, THERE MAY HAVE BEEN AESTHETIC CHANGES OVER TIME; MAYBE YOU CAN BUY A VERSION MADE OF PLASTIC OR ENHANCED WITH NEW MANUFACTURING TECHNOLOGY.



BUT IF YOU WERE GIVEN THE ORIGINAL PRODUCT, YOU'D STILL BE ABLE TO USE IT FOR THE JOB IT WAS MADE FOR. CAN YOU IDENTIFY INVENTIONS DONE SO WELL THE FIRST TIME THAT THEY NEVER NEEDED IMPROVING.

Notes: _____

C[📍]ONNECTING THE D[📍]OTS

YOUR ORGANIZATIONAL CHANGE **JOURNEY**



Are You Ready for **Your** Change Journey?

This Is What
People **Think**
Their Change
Journey Will Look
Like.



Notes: _____

CONNECTING THE DOTS

YOUR ORGANIZATIONAL CHANGE JOURNEY



What Your Organizational Change Journey Will **Really** Feel Like.

#Life Ain't Linear!

Notes: _____

A Familiar Comparison to Understand Change Management

Perhaps one of the easiest ways to view the complexities of Change Management is by using a familiar comparison. The following table depicts a comparison of Change Management for an organization to Travel Planning .

Notes: _____

Change Management		Travel Planning
Change Management	~	Planning a Trip we will take
Case for Change	~	Why we are traveling, for example, relax, fun, adventure , excitement, strengthen relationships, educational experiences, etc.
Organizational Values	~	Our priorities in how we carry out our trip, for example, have a good time, listen, talk, quiet places, opportunities to meet new people, etc.
Transformed Stage Vision	~	Where we want to end up and what we will be doing at our ultimate destination
External Analysis (what we <u>cannot</u> control)	~	Checking the weather, road conditions, etc.
Internal Analysis (what we <u>can</u> control)	~	Checking our available vacation time, condition of our transportation, modes of transportation, etc.
Intermediate Transition Goals	~	Major stops along the way
Strategies (small organizations often do not identify strategies)	~	Major routes we will take to the major stops
Action planning	~	Who will drive each section of the route, who will coordinate transportation, check the map, make reservations, etc.
Budgeting	~	Identifying how much money we will need to spend
Implementation and adjusting of plans	~	We access our modes of transportation and start our vacation, some roads are under construction and we change routes. Some options are no long available, etc.

CONNECTING THE DOTS OVERVIEW

Notes: _____

The journey of change in your organizational transition takes many turns and several detours. The challenge is getting from where you are currently in your change process to where you ultimately want to be. Getting from "Here" to "There" requires a road , a personal code and a mode of transportation.

There are various stops (*dots*) along the way and sometimes it is difficult to determine if you are actually on the proper course. The process is also made more complicated by various travel companions that you encounter on this every-evolving road trip.

But, the more you know about your own personality or FLAVA and that of those you will lead, the better prepared you will be to reach your ultimate change destination.

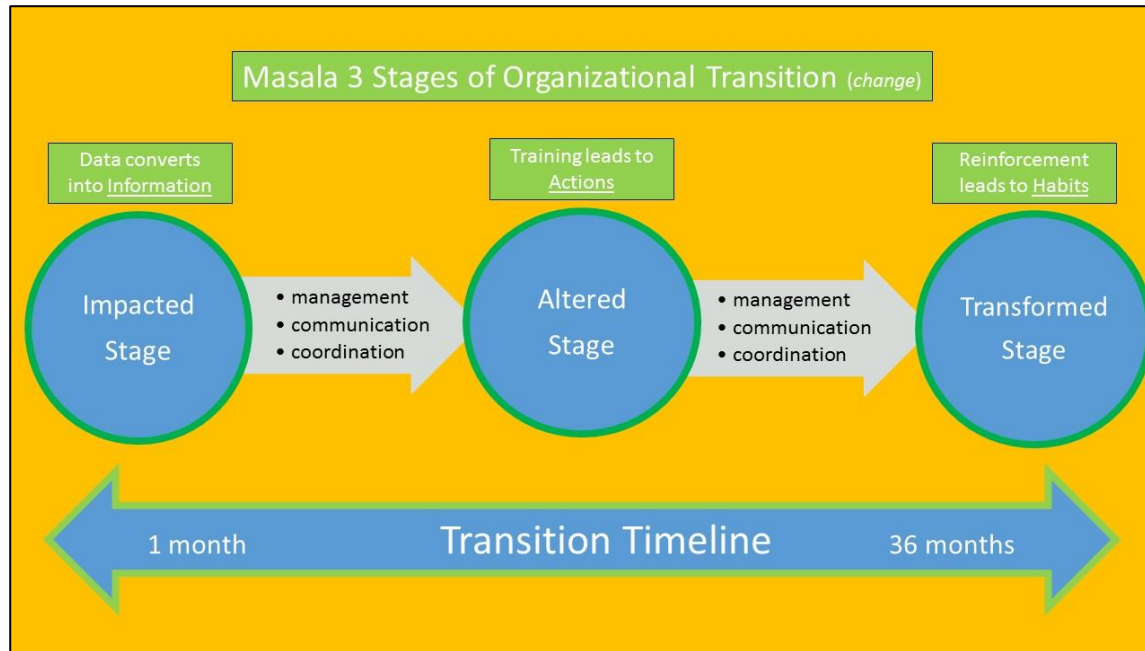
The **Follow the Leader** and Mind Your Change Training Series are designed to educate you, prepare you and ensure that you not only reach your destination, but that you also enjoy the Journey. It begins with, knowing your code, knowing your mode and knowing your road!

LESSONS FROM THE CATERFLY



1. We see in the allegory that change is a process that must be completed to realize total transformation.
2. Each of the individual and distinct stages of the change process offer opportunities for the development of critical knowledge, skills and abilities that will be integral for transformation.
3. Just because we encounter difficulties or opposition, does not mean that we should stop the process.
4. Challenges offer opportunities for growth. Growth comes through change.
5. Just as the muscles of our physical bodies are strengthened through resistance, our organizational body can also be strengthened
6. **IF** we understand the cause-and-effect relationships of the change process. All opposition and difficulty is not necessarily negative.

Notes:



The
“organizational”
 change can only
 be achieved
 through the
 transformation of its
people.

So, there is no
 organizational
 change without first
 there being
“people change”
one at a time.

Notes: _____

