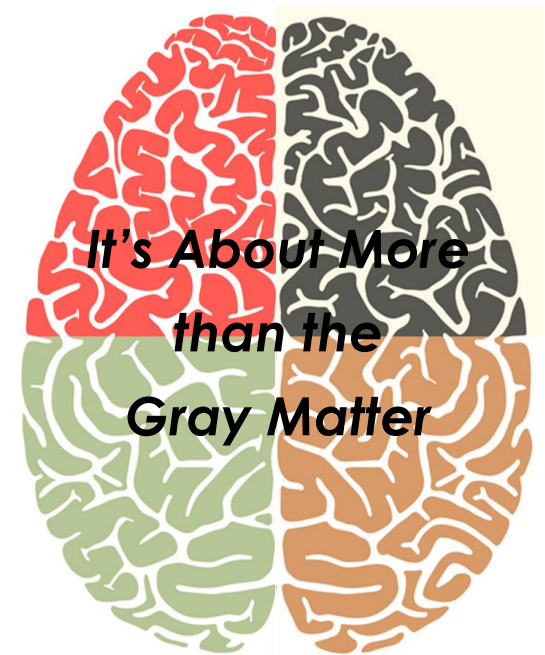




Take what you have and create what you want.™ **Training & Development**
www.masalatraining.com

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



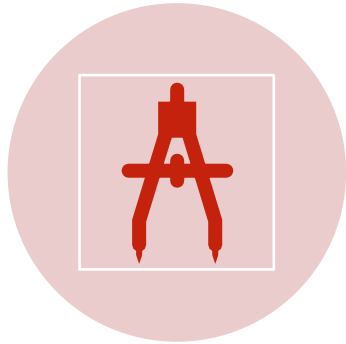
Understand your Personal Road to Change



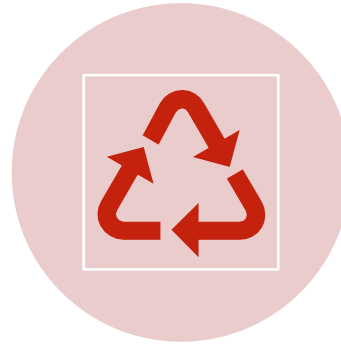
Identify Tools for the Journey

Notes:

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?

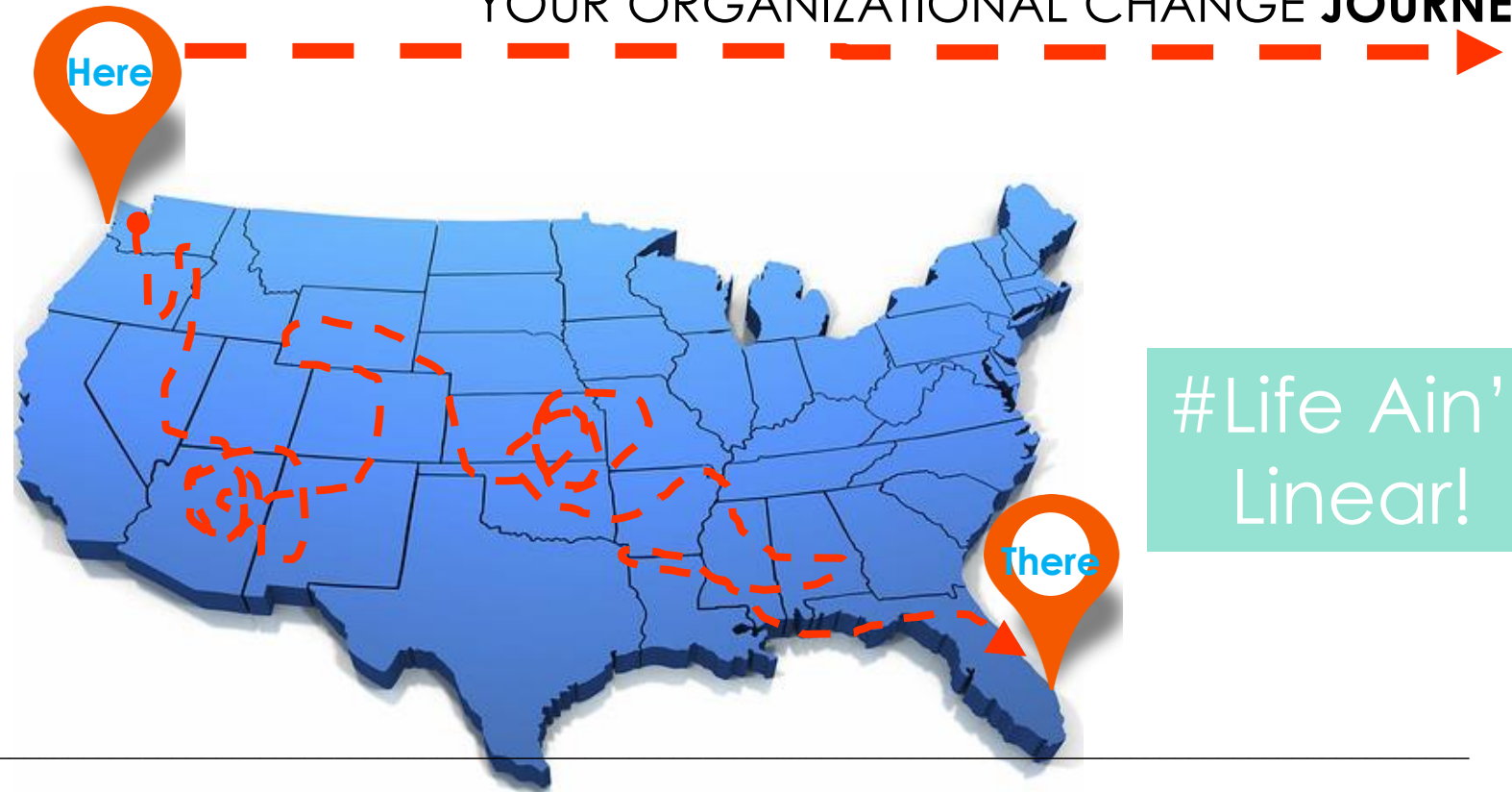


This Is What
People **Think**
Their Change
Journey Will Look
Like.

Notes: _____

CONNECTING THE DOTS

YOUR ORGANIZATIONAL CHANGE JOURNEY



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

#Life Ain't Linear!

Notes:

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!

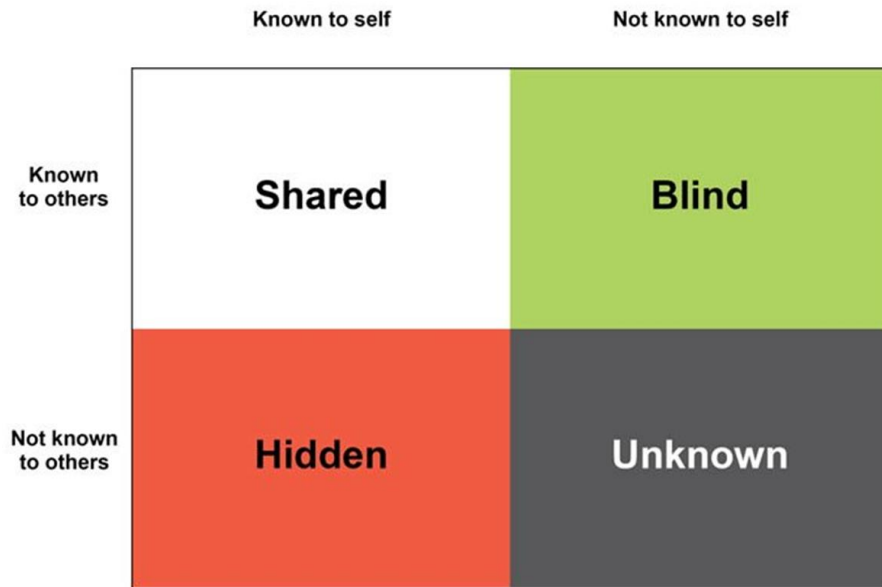
LESSONS FROM THE CATERFLY



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 JOHARI WINDOW MODEL



- What are the Four Regions of the Johari Window Model?
- What is known by the person about him/herself and is also known by others - open area, open self, free area, free self, or 'the arena'
- What is unknown by the person about him/herself but which others know - blind area, blind self, or 'blind spot'
- What the person knows about him/herself that others do not know - hidden area, hidden self, avoided area, avoided self or 'facade'
- What is unknown by the person about him/herself and is also unknown by others - unknown area or unknown self

Notes: _____

Johari Adjectives

Johari adjectives: A Johari Window consists of the following 55 adjectives used as possible descriptions of the participant. In alphabetical order they are:

- able
- accepting
- adaptable
- bold
- brave
- calm
- caring
- cheerful
- clever
- complex
- confident
- dependable
- dignified
- energetic
- extroverted
- friendly
- giving
- happy
- helpful
- idealistic
- independent
- ingenious
- intelligent
- introverted
- kind
- knowledgeable
- logical
- loving
- mature
- modest
- nervous
- observant
- organized
- patient
- powerful
- proud
- quiet
- reflective
- relaxed
- religious
- responsive
- searching
- self-assertive
- self-conscious
- sensible
- sentimental
- shy
- silly
- spontaneous
- sympathetic
- tense
- trustworthy
- warm
- wise
- witty

Johari Window Ranking Form

Review the 55 Johari Adjectives and select FIVE that a most represent yourself & each team member

(Self)	Roxy	David	Carol	Joyce
1. _____	1. _____	1. _____	1. _____	1. _____
2. _____	2. _____	2. _____	2. _____	2. _____
3. _____	3. _____	3. _____	3. _____	3. _____
4. _____	4. _____	4. _____	4. _____	4. _____
5. _____	5. _____	5. _____	5. _____	5. _____

(Self)	Roxy (Me)	David (Me)	Carol (Me)	Joyce (Me)
1. _____	1. _____	1. _____	1. _____	1. _____
2. _____	2. _____	2. _____	2. _____	2. _____
3. _____	3. _____	3. _____	3. _____	3. _____
4. _____	4. _____	4. _____	4. _____	4. _____
5. _____	5. _____	5. _____	5. _____	5. _____

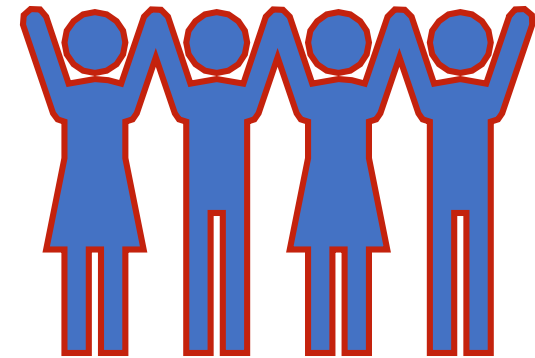
JOHARI WINDOW MODEL: FACILITATOR KEYS

- **Use the following questions to promote reflection and learnings:**
 - How easy or difficult was it to select the adjectives to describe yourself? Why?
 - How easy or difficult was it to select the adjectives to describe your team members? Why?
 - After comparing feedback, what were you surprised by?
 - What can you do to reduce your Blind Spot and/or Façade/Mask, and move those traits into your Arena/Open instead?
 - How can you apply what you learned about you and your teammates to improve collaboration?
 - Remind the team not to be judgmental. There are no right or wrong answers. The purpose of this exercise is not to provide a score but to help people uncover the areas that are not visible to them.

Notes:

EXAMPLE INCREASING OPEN AREA THROUGH FEEDBACK SOLICITATION

- Team members - and leaders - should always strive to increase their **Open Areas**, and to reduce their blind, hidden and unknown areas.



Notes:

GROUP ACTIVITY

Johari adjectives: A Johari Window consists of the following 55 adjectives used as possible descriptions of the participant. In alphabetical order they are:

- | | | | | |
|-------------|---------------|-----------------|------------------|---------------|
| • able | • dependable | • intelligent | • patient | • sensible |
| • accepting | • dignified | • introverted | • powerful | • sentimental |
| • adaptable | • energetic | • kind | • proud | • shy |
| • bold | • extroverted | • knowledgeable | • quiet | • silly |
| • brave | • friendly | • logical | • reflective | • spontaneous |
| • calm | • giving | • loving | • relaxed | • sympathetic |
| • caring | • happy | • mature | • religious | • tense |
| • cheerful | • helpful | • modest | • responsive | • trustworthy |
| • clever | • idealistic | • nervous | • searching | • warm |
| • complex | • independent | • observant | • self-assertive | • wise |
| • confident | • ingenious | • organized | • self-conscious | • witty |

Review the Adjectives in each of the Column above and select four that a most helpful in the **Organization Change Process**.

- | | | | | |
|----------|----------|----------|----------|----------|
| 1. _____ | 1. _____ | 1. _____ | 1. _____ | 1. _____ |
| 2. _____ | 2. _____ | 2. _____ | 2. _____ | 2. _____ |
| 3. _____ | 3. _____ | 3. _____ | 3. _____ | 3. _____ |
| 4. _____ | 4. _____ | 4. _____ | 4. _____ | 4. _____ |

TOP JOHARI CHANGE ADJECTIVES AS FLAVA

able
accepting
adaptable
bold
brave
calm
caring
cheerful
clever
complex
Confident

dependable
dignified
energetic
extroverted
friendly
giving
happy
helpful
idealistic
independent
Ingenious

intelligent
introverted
kind
knowledgeable
logical
loving
mature
modest
nervous
observant
Organized

patient
powerful
proud
quiet
reflective
relaxed
religious
responsive
searching
self-assertive
self-conscious

sensible
sentimental
shy
silly
spontaneous
sympathetic
tense
trustworthy
warm
wise
Witty

Group Activity: Chart the Johari Adjectives by FLAVA

SPICY FLAVA

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____

MILD FLAVA

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____



SALTY FLAVA

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____

TANGY FLAVA

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____

JOHARI ADJECTIVES AND FLAVA

able
accepting
adaptable
bold
brave
calm
caring
cheerful
clever
complex
Confident

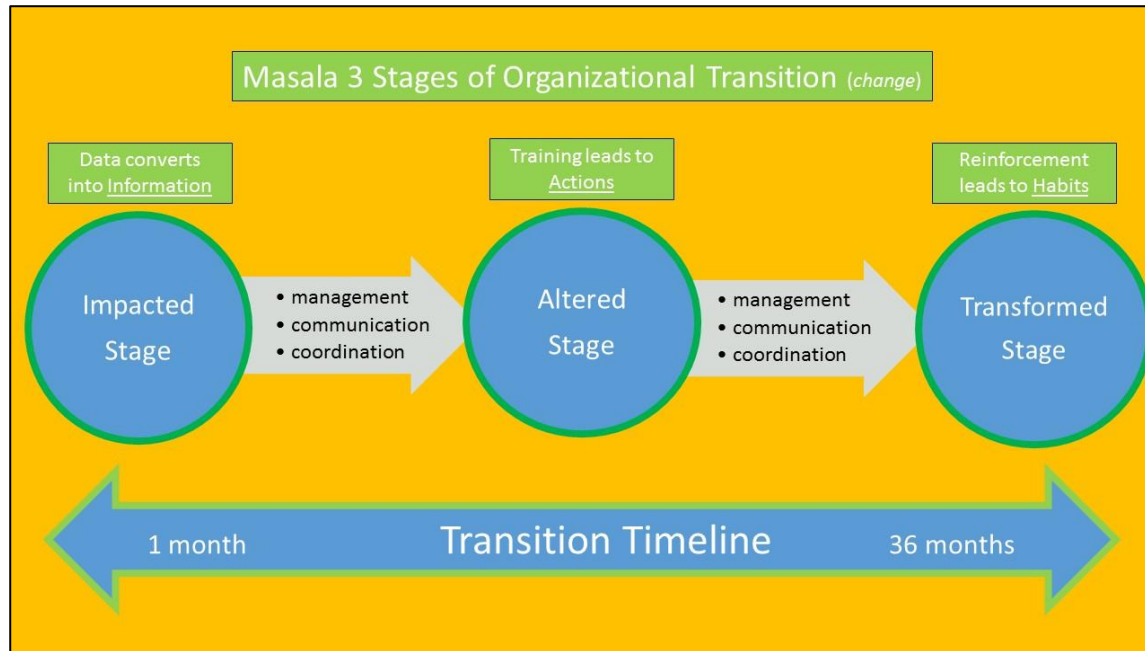
dependable
dignified
energetic
extroverted
friendly
giving
happy
helpful
idealistic
independent
Ingenious

intelligent
introverted
kind
knowledgeable
logical
loving
mature
modest
nervous
observant
Organized
patient

powerful
proud
quiet
reflective
relaxed
religious
responsive
searching
self-assertive
self-conscious

sensible
sentimental
shy
silly
spontaneous
sympathetic
tense
trustworthy
warm
wise
Witty

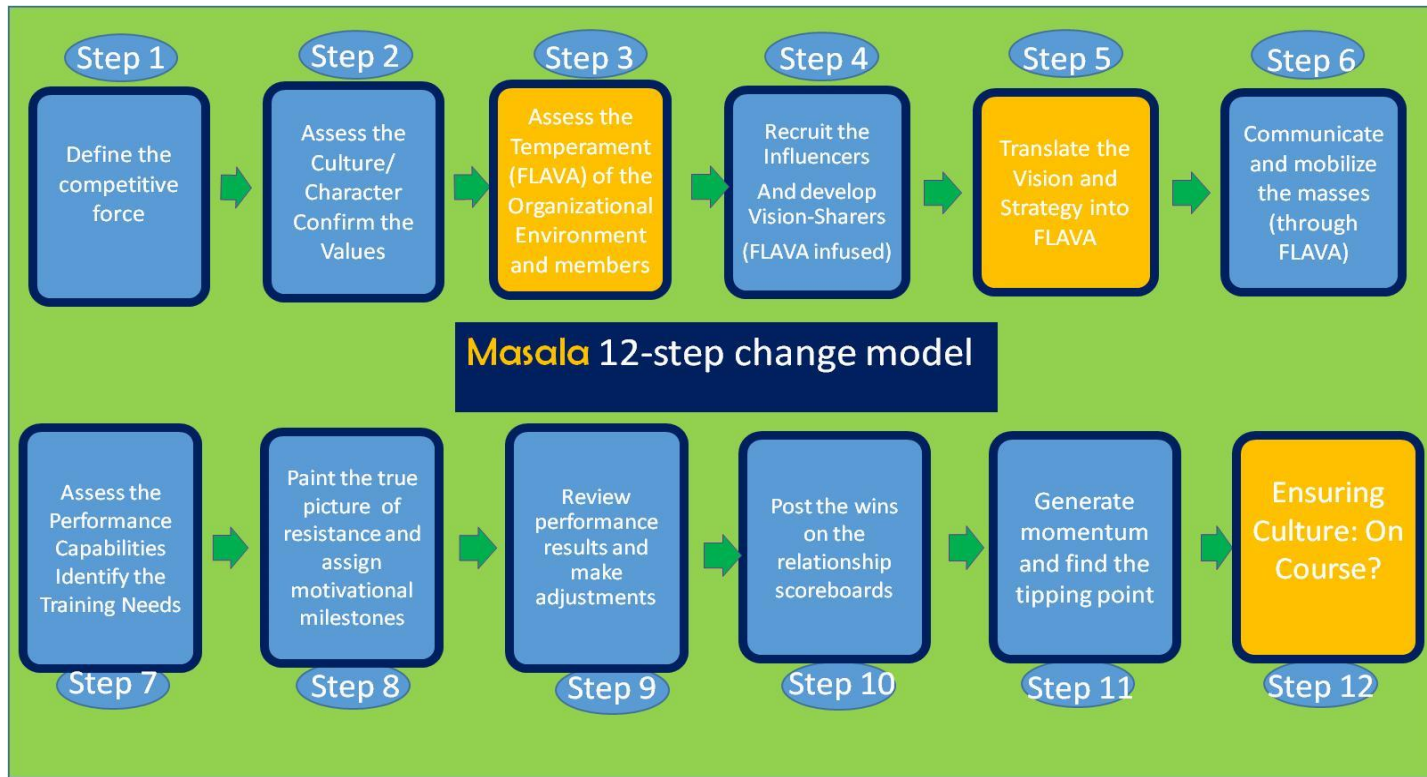
Notes: _____



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: _____



Notes:
