

10 TIPS

FOR MANAGING CHANGE

- 1** "Why Change"?
- 2** Keep the vision in view: know your strengths and weaknesses
- 3** Change corporate culture through people-not people through corporate culture
- 4** Pay attention to dissent: ask why
- 5** Focus first on the big picture—then the little one
- 6** Make sure your people understand: cherish allies
- 7** Know when you are out on a limb
- 8** Reward positive steps
- 9** Remember the power of Small But Meaningful Steps™
- 10** Stick to the plan...but be flexible as needed