



What Do Today's Leading Change Management Experts Say Are The Factors that Prompt or Stimulate Organizational Change?

When asked the question, “What are the factors that prompt or stimulate organizational change?” experts in organizational change management provided insight to help employees, managers and executives recognize and predict stimuli and opportunities for change.

External Events¹

Some changes are completely out of a company's control, including such events such as “9-11” and “Fuel” prices. “Regulatory” amendments, like Sarbanes-Oxley can force significant adjustments in procedure and increase expenses.

Additionally, “Changes in technology” can drive the need for alterations in an organization, sometimes offering improvements and cost-savings and sometimes they can force the company to “adapt or die.”

Customer & Competition

“Customer Preferences” and “Competitive Activities” were also cited as factors that stimulate the need to make changes in order to survive – and/or thrive - in the marketplace. The “Environment,” including both physical and market conditions, as well “Globalization” offer opportunities for change and growth.

Internally-Driven

“Changes in Leadership” and “Peer Pressure,” whether external or internal, can prompt decisions that modify systems, products and processes. The state of the business, if it's in “Growth” or “Decline” through “Poor Performance” in “Profitability” or “Productivity” caused by “Mistakes and Errors” or “Fright/Fear.”

“Mergers & acquisition” also create the need for integration of cultures, procedures and personnel. Jobs are redefined and teams are reorganized²

¹ By asking questions such as, “What are some opportunities your company could have in a slow or downturn economy?” the DrawSuccess Game can help an organization prepare for change by constantly evaluating the external factors.

² The DrawSuccess Program is the ideal solution for aligning cultures and integrating teams. It accelerates the “ramp up” time to get teams to join together on goals, build unity and become better equipped to resolve conflict and solve problems – in advance!

Do you want to manage and control change? Accelerate team integration and engage employees at all levels? The DrawSuccess Program is the ideal solution for companies going through change from any of the conditions in this article. Contact your DrawSuccess Coach Facilitator or Info@DrawSuccess.com to get started now!



Emotional

Emotional responses, like “Pain/Discomfort/Discontent” can lead to positive or negative change. Sometimes pain is a great motivator to make a difference.

Creating Positive Change³

By generating “Sufficient Advocacy and influences” and integrating “Aligned Incentives” and “Rewards & Recognition” leaders can set a foundation for positive transformation. Programs to stimulate “Innovation”⁴ are often the distinguishing factor between companies that succeed and thrive during times with external economic pressures.

Translation: Change is good. Or it can be, if you’re ready to embrace it!

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³ DrawSuccess is a 5-step process for Team Transformation, anchored by a before and after assessment. By empowering internal managers to bring the program to their teams, companies have a sustainable tool for change management. And with the added support of external DrawSuccess Coaches, leaders can feel confident that the program will create lasting improvement.

⁴ The DrawSuccess Program offers Leadership a great way to start creating a culture of innovation at all levels and ensure that teams throughout the organization have a safe way to share their ideas and solutions to all kinds of business challenges.

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