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## What Do Today's Leading Change Management Experts Say Are The Ways to Prepare for and Adapt to Organizational Changes?

When asked the question, “What are the ways to prepare for and adapt to organizational change?” experts in organizational change management provided insight to help employees, managers and executives predict and prepare for change.

### **Training & Learning<sup>1</sup>**

Change experts strongly recommend training and learning to “Broaden (everyone’s) skill set” and encourage “Continuous learning” to “Prepare leadership on what to expect.” Training can help create “New projects and skills” to deal with change, from brainstorming opportunities to help employees manage stress and “Maintain work/life balance” to learning how to implement any new systems and processes.

### **Techniques & Processes<sup>2</sup>**

Preparation for change requires “Planning – strategic and tactical” as well as anticipating options and creating “Contingency” plans. Change management experts recommended employing the “DVF Model > R model” by Beckhard and Harris which says that change will only occur when DVF > R, or Dissatisfaction, Shared Vision and First/Next Steps are greater than Resistance.

### **Behavior**

All levels of the organization are challenged during times of turbulence and transition, and it’s important, say change experts, to monitor and manage behavior. Becoming “Attentive to the change situation” and having “Awareness” of how people are handling the circumstances are important for managers and leaders. Other behaviors to cultivate are “Learning to listen” and making sure people feel like their concerns are being heard.

Because change often requires reorganization of teams, it’s essential to have programs for “Teams getting to know each others style,” according to the experts, which can accelerate team integration to higher performance.<sup>3</sup>

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<sup>1</sup> The DrawSuccess Program is a complete training program, led by internal leaders who are certified as facilitators to reach every team member in an organization.

<sup>2</sup> 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.

<sup>3</sup> One of the key objectives of the DrawSuccess Program is to “Learn, recognize and appreciate diversity of thought and contribution within the individuals of a team.”

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Do you want to manage and control change to reach optimal success? The DrawSuccess Program is the ideal solution to managing change and accelerating team integration. Contact Us at [Info@DrawSuccess.com](mailto:Info@DrawSuccess.com) to get started fast!



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### **Motivation<sup>4</sup>**

Finally, suggest the experts, is the need for management to motivate and inspire during organization instability. Starting with the need to “Network” and “Communicate, especially face to face” and “Show the need for change.” It helps to “Get a champion” to “Know and state your value often.” Interestingly, they warned, “Don’t get too comfortable” and make sure to express “Honesty” “Frequently” their “Goals and vision” and deliver “Clarity of outcome.”

“Rewards and incentives to support change” are also recommended to both stimulate and manage change.

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<sup>4</sup> When leaders participate in the DrawSuccess Program with their teams, it creates a safe and fun environment for safe sharing and bonding, as well as improved opportunities for to generating ideas and pre-empting problems.

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