



FUTURE
FRAMING THE Opportunity. Efficiency. Growth.



Frame Building Expo

Leading and Managing
in Times of Change


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"A smooth sea does not make a skillful sailor."

Rough seas..



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Rough seas and Change...



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Who is your crew?



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Change

- Inside forces of change
 - Someone leaves
 - Someone comes
 - People
 - Process
 - Products
 - Technology
- Outside forces of change
 - Economy
 - Competition
 - Vendor
 - Regulations





Change...


- Welcome to "life" ...





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Leaders and Managers

- How do you handle change?
- How have you handled change?
- How would you like to handle change?



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Leading thru Change...

- Plan: steps to take for success
- Targets: measure progress
- Prioritize: order of importance
- Communicate: own their understanding
(keep it simple)



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Leading thru Change...

- Plan (keep it simple)
- Targets (measurable)
- Prioritize (give an order)
- Communicate (share the message)



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That's it!



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Leading thru Change...

- Plan: steps to take for success
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Break it down a little more...



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Plan/Planning

- Gives direction
- Clarifies expectations
- Steps for success



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- Planning is the power tool for achievement, the bridge from today to our goal.
- Planning is like a road map. It can show us the way, head us in the right direction, and keep us on course.



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Which way should I go???



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Which way should I go???



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Direction, Clarity, or Confusion??




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Or fly by the seat of your pants...



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"No one was ever lost on a straight road."

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Targets



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Targets

- Specific expectations
- Aligns efforts
- Brings focus



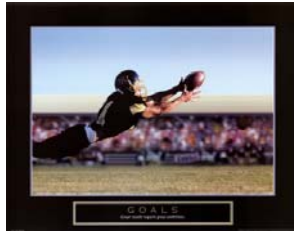
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With no specific destination, any road is acceptable.



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Targets keep everyone focused



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Targets

- Helps you say yes to the right ideas.
- Helps you say no to the wrong ideas.
- Targets with measures shows progress, otherwise feelings are the measure.



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Prioritize



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Prioritize


- Order of importance
- Resource management
- Only one number one
- Forces decisions/conversations



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Prioritize

First Things First



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Prioritize

What REALLY Matters...




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Changing one thing for the better does more good than proving a dozen things are wrong.




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- The past cannot be altered, the future can.



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Evolution or Revolution



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Communicate


Share the plan


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Communicate


Own their understanding-no assumptions

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 Miss Communication




Slip Carefully




To Take Notice of Safe The Slippery are Very Crafty



BE AWARE OF INVISIBILITY



Take Luggage of Foreigner No Charge



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Miscommunication



VIOLATORS WILL BE TOWED AND FINED \$50.




Traveler from to get into by bus




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Communicate

Tell the story







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Communicate







Tell it often-variety of methods



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Communicate

Tell it often-variety of methods



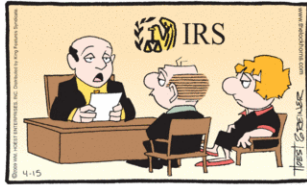
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A Few more tips...



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Truth: facts over fiction



"YOU SHOULDN'T BE PLAYING 'TRUTH OR DARE' ON A 1040 FORM, MR. LOCKHORN."



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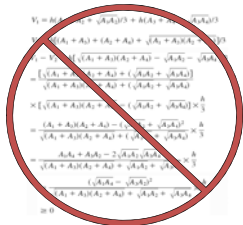
Flexibility

A wise man changes his mind, a fool never.



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Avoid Complexity



Keep It Simple



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- The task of the leader is to get his people from where they are to where they have not been.

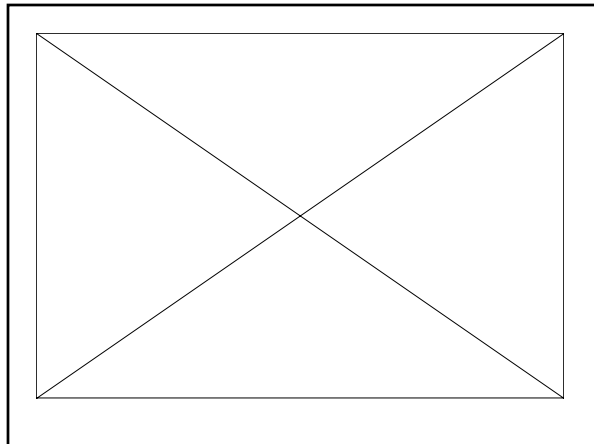


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Can it Be Fun?



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Suggested Reading

One Minute Manager

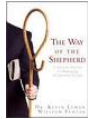
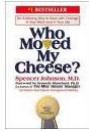
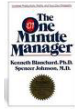
– Ken Blanchard

Who Moved My Cheese

– Spencer Johnson

The Way of the Shepherd

– Leman/Pentak



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Plan, Target, Priority, Communicate




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Thank you!

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