COMMUNITY CONVERSATION

How To Talk

About Change Management

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COMMUNITY CONVERSATION — How To Talk About Change Management

**AGENDA**

1. History
2. Drivers & Resistors
3. Communicating the Value of C.M.

**ROLES**

- Facilitators
- Graphics
- Makes You

**RULES**

- All participate
- No one dominates
- Pause
- Relax
- Open
- Step forward — step back

**OUTCOMES**

- Reflect
- Analyze
- Co-create

Talk about our story.
HISTORY OF THE FIELD (10)

1. Make a sticky note with **name** and **year** you joined the field of Change Management.

2. Introduce yourself and share what was distinctive about the field at that time.

3. Place your sticky in the era on the large graphic template.

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It was different for me.

When I started...
STORY OF CHANGE MANAGEMENT (C.M.)

Drivers for C.M.
- Innovation
- Globalization
- Tech.

Flexible each day
Strong boat
clear course

Resistors to C.M.
- No time
- No money
- Too messy

Trained crew
- Value

Drivers for C.M.
- Stories

Our future

Change

Drivers for C.M.
- Social change
- Media

Evolution of C.M.

1960s-70s
- OD
- Deep conversation

1980s-90s
- Transformation
- Processes of systems change
- Mindset
- Made up as self
- We went - No rules
- Conner

2000s-Now
- T-groups
- ITQMS
- Teams
- Value systems
- Profit share
- Organizational psychology
- Social-TECH
- RE. Engineering
- Social change

Change Management — “Five Bold Steps” ©2015 THE GROVE
DRIVERS and RESISTORS (10)

1. Identify values and mindsets **DRIVING**
   people toward asking for and accepting
   Change Management.

2. Also share thoughts about what is standing in the way and leading people to **RESIST** Change Management.

3. Write these on your graphic template.
CO-CREATING NEW STORIES (10)

1. Imagine a potential sponsor you want to understand the value of Change Management.

2. Pick a METAPHOR that you think would resonate with your client, and imagine saying, "Change Management is like a ..."

3. Each share and record your metaphor.

4. Pick one or two & explore how they reflect the benefits, and address drivers & resistors.
STORY OF CHANGE MANAGEMENT (CM)

- DRIVERS FOR CM
  - INNOVATION
  - GLOBALIZATION
  - TECH.

- TRAINEES
  - Flexible Team
  - Value

- OUR FUTURE

- CHALLENGE

- OD
  - Transformation 1980s-90s
  - 1960s-70s

- EVOLUTION OF CM
Meaningful Metaphors

- Personal Change
  - Like a Fairy Tale
    - Experiences can't do alone
  - Family Move
    - Plan, Understand
  - Climbing a Mt.
    - Getting Back Down
  - Marathon
    - Long Term
    - Team
    - Help on way

- Is Like WD 40
- Water Slide
- Birth of a Baby
  - Avoid C Section
**GISELA WENDLING**, Ph.D. is Director of Global Learning at The Grove Consultants International. She provides organization development, leadership coaching and program design services to business, non-profit organizations and communities. Her change expertise is based in twenty years of consulting and working within a wide range of organizations in the private and public sectors. Gisela has held leadership positions in the high-tech industry and education. She holds a doctorate in human and organizational systems from Fielding Graduate University. She is former Director of the Masters Program in Organization Development at Sonoma State University, CA. Before The Grove she worked for Ag Innovations Network facilitating the California Roundtable on Water and Food Supply, a statewide, multi-year, multi-sector stakeholder initiative focused on applying whole systems approaches to developing sustainable water management solutions. At The Grove she leads its new Global Learning and Exchange Network (GLEN) as well as its Designing and Leading Change workshop. Gisela brings a multi-cultural perspectives (on change) to her work that includes research in South America, Africa and Australia, as well as herself being German-born and raised. Translating these deeply relevant perspectives into innovative approaches to organization and leadership development continues to inspire her and make her work with her clients more insightful, culturally and globally sensitive and ultimately more transformative. [www.grove.com](http://www.grove.com) and [www.liminalpathways.com](http://www.liminalpathways.com)
DAVID SIBBET is President and founder of The Grove Consultants International. He is a master facilitator and considered a leader in the booming field of visual facilitation. The Grove is based in San Francisco and is hub to a global network of associates, partners, and other visual practitioners. David is author of the best-selling Visual Leadership Series from Wiley & Sons, including Visual Meetings, Visual Teams, and Visual Leaders. He leads change projects for corporations, government, nonprofits, schools and professional associations throughout the world. David is also designer of the Grove’s Sustainable Organizations Model, the Drexler/Sibbet Team Performance System, the Grove’s Visual Planning Systems, and author of The Grove’s Facilitation Series. He holds a Masters Degree in Journalism from Northwestern University, a BA in English from Occidental College, and a Coro Fellowship in Public Affairs. In 2013 he was awarded the Organizational Development Network’s lifetime achievement award for creative contribution to the field of OD. He lives in San Francisco. For further information—www.grove.com and www.davidsibbet.com.

Worked on MS Surface Pro with Autodesks Sketchbook Pro software.