

SHIFTING GEARS & CHANGING LANES



TUESDAY, JUNE 14 AND WEDNESDAY, JUNE 15, 2011 IN EDMONTON, ALBERTA

Government
of Alberta ■

Alberta
Freedom To Create.
Spirit To Achieve.

Welcome to
Riding the Wave of Change

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The effects of change . . .

There are some things you can count on in life:

1. Death
2. Taxes
3. Change

With respect to change, you can not avoid it. You can however:

1. Surf, or ride the wave of change
or
2. Be swept under by the wave of change

Whatever you decide is at least somewhat of a choice.

This verse was written in the times of the Medieval Kings and illustrates that even then, small changes can have BIG outcomes.

For want of a nail, the shoe was lost.

For want of a shoe, the horse was lost.

For want of the horse, the rider was lost.

For want of the rider, the message was lost.

For want of the message, the battle was lost.

For want of the battle, the war was lost.

(old verse)

Extract from the writings of the Roman, **Petronius Arbitor**,
Governor of Bithynia, who committed suicide in **AD65**
having fallen foul of **Tigellinus**, favourite of Nero.

“We trained hard... but it seemed that every time we were beginning to form up in teams, we would be re-organised. I was to learn later in life that we tend to meet any new situation by re-organising... and a wonderful method it can be for creating the illusion of progress while producing confusion, inefficiency and demoralisation.”



**How to begin riding the wave of change
... The major keys to success here are:**

- 1. Recognising what is happening and then choosing your response.**
- 2. Understanding the power of a positive attitude and how to choose it.**

What is change?

Change is the new situation –

1.the marriage,

2.baby,

3.or divorce,

4.the new home;

5.expectations,

6. the new,

1.job,

2.policy,

3.team,

4.boss

5.or take over

Four truths

1.Change is cumulative

2.Change is usually positive

3.Change is constant & will continue to occur

4.Change is predominantly a function of perception

What to do when you think of change as negative . . .

“View a negative experience in your life like you would look at a photo negative. A single negative can create an unlimited number of positive prints.”

~~ Gerhard Gschwandtner

Change

It's the most unhappy people who most fear change.

~Mignon McLaughlin, *The Second Neurotic's Notebook*, 1966

It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change.

~Author unknown, commonly misattributed to Charles Darwin

Crisis

名词

Danger Opportunity

Unfortunate events, though potentially a source of anger and despair, have equal potential to be a source of spiritual growth. Whether or not this is the outcome, depends on our response.

~~ The Dalai Lama

“If you run into a wall, don’t turn around and give up. Figure out how to climb it, go through it or work your way around it.”

~~ Michael Jordan

This is the ant philosophy.

It is all in your attitude.

What does change look like these days?

1. Longer working hours
2. More complex work
3. Increased intensity
4. Constant change
5. Rebuilding loyalty
6. Rapidly changing technology
7. Changing face of manufacturing
8. Product life cycle is months rather than years

Some interesting realities about change are:

1. There is no quick fix
2. Change is both toxic and tonic
3. Change requires exchange
4. Change is stressless only for the mindless
5. Change challenges people in power
6. Change makes everyone restless

Some interesting realities about change:

Most curiously, some people come through change with major increases in their performance level. They grow and thrive within the transition. Each person should ask themselves, “Which outcome would you prefer after this transition in our organization?”

7 basic principles about productive change

1. Change is a process. The ending and beginning are never as hard as the transition.
2. Transition to the change happens more readily when there is ownership in the change process.
3. Change is accomplished by individuals within an atmosphere of enlightened self-interest.
4. Change is a highly personal experience.

7 basic principles about productive change

5. People do not resist change; they resist perceived loss, pain and threat of change. They are afraid that as a result of change, they will be worse off than they were before.

6. Resistance is best resolved by honoring it rather than avoiding or suppressing it.

7. Effective facilitation of change helps individuals understand and accept their own resistance.

“S.C.A.N.” —your change situation

1.Situation—What’s happening?

2.Concerns—What are your concerns and issues?

3.Attitude—How do you feel about the whole thing including you?

4.Needs—What do you need right now?

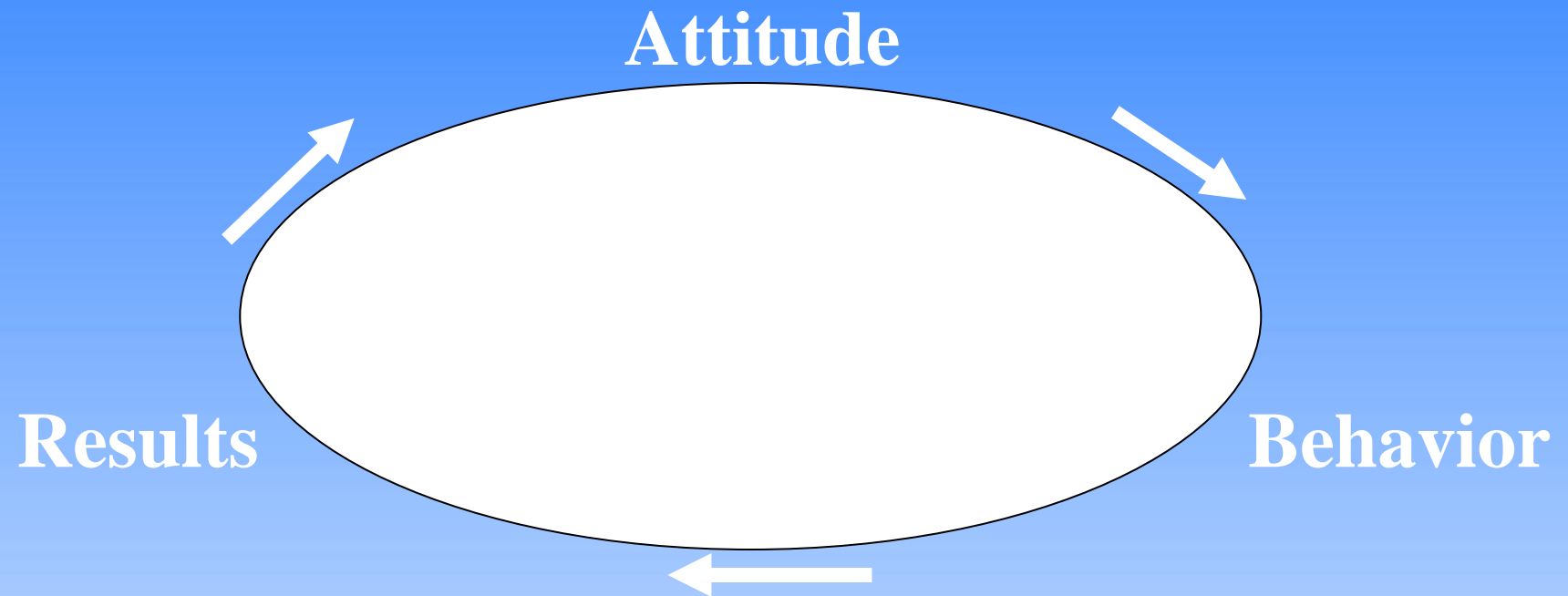
The Origins of Our Attitude

Your attitude is a conscious and selective choice or judgment about something.

It is the way you think or feel about a person, an object, an event, a concept or a circumstance.

Your attitude provides the mental excuse to behave consistently in a certain way; quite often, the behaviour and its results reinforce your original attitude.

**The Effects of Your Attitude
Depend On Your Choices
*And can be positive or negative***



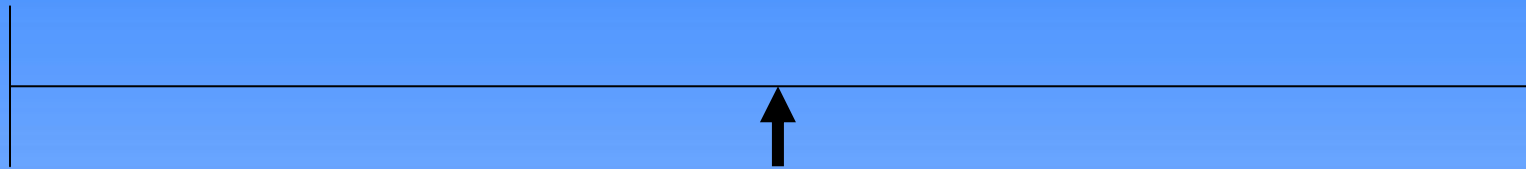
Attitude is:

- 1. Internal – how we think and what we feel
– (our mind-set)**
- 2. External – the way we communicate that
mind-set to others**
 - It is behaviour or how we express the attitude
for instance when we experience change.**
- 3. What does your attitude say about you???**
(Margaret Thatcher)

The Positive Mental Attitude Continuum

Poor Attitude

Great Attitude



Where do you think you are?

Where do others place you on this scale?

I wonder why?

What is a positive mental attitude?

1. “I AM” –the two most powerful words in the world, for whatever we put after them becomes our reality. ~~ Susan Howson

2. “Man often becomes what he believes himself to be. If I keep saying to myself that I cannot do a certain thing, it is possible that I may end up becoming incapable of doing it. On the contrary, if I shall have the belief that I can do it, I shall surely acquire the capacity to do it, even if I may not have it at the beginning.” ~~ Mahatma Gandhi

3. There is little difference in people, but that little difference makes a big difference. The little difference is attitude. The big difference is whether it is positive or negative. ~~ W. Clement Stone

The problem with getting and keeping a PMA . .

It may be easy to develop a positive attitude.

The problem is it may be easier not to do.

**Everyone brings joy to
this classroom...**

Some when they enter

And others when they leave

In riding the wave of change;

Researchers studied people who dealt with change best and asked those who knew them to describe the characteristics which they exhibited.

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Consider this . . .

**The greatest discovery of this generation:
Human beings can alter their lives
by altering their attitudes.**

~~ William James

**Your living is determined not so much by what life
brings to you as by the attitude you bring to life; not
so much by what happens to you as by the way your
mind looks at what happens.**

~~ Kahlil Gibran

The problem with getting and keeping a PMA . . .

1. The problem in my life and other people's lives is not the absence of knowing what to do, but the absence of doing it.
~~ Peter Drucker
2. It may be easy to develop a positive attitude. The problem is it may be easier not to do.

Limiting Characteristics Scorecard

- 1. Fear of success and failure**
- 2. Negative attitude**
- 3. Pessimistic outlook**
- 4. Negative personal belief system**
- 5. Poor people skills**
- 6. Procrastination**
- 7. Risk avoidance**
- 8. Reactive complainer**
- 9. Uninformed**
- 10. Denial of life challenges**

Success Characteristics Scorecard

1. **Expectation of success**
2. **Positive attitude**
3. **Optimistic outlook**
4. **Positive personal belief system**
5. **Excellent people skills**
6. **Seizes opportunities**
7. **Sense of urgency**
8. **Proactive creator**
9. **Knowledgeable**
10. **Anticipates challenges of life**

Which do you choose??

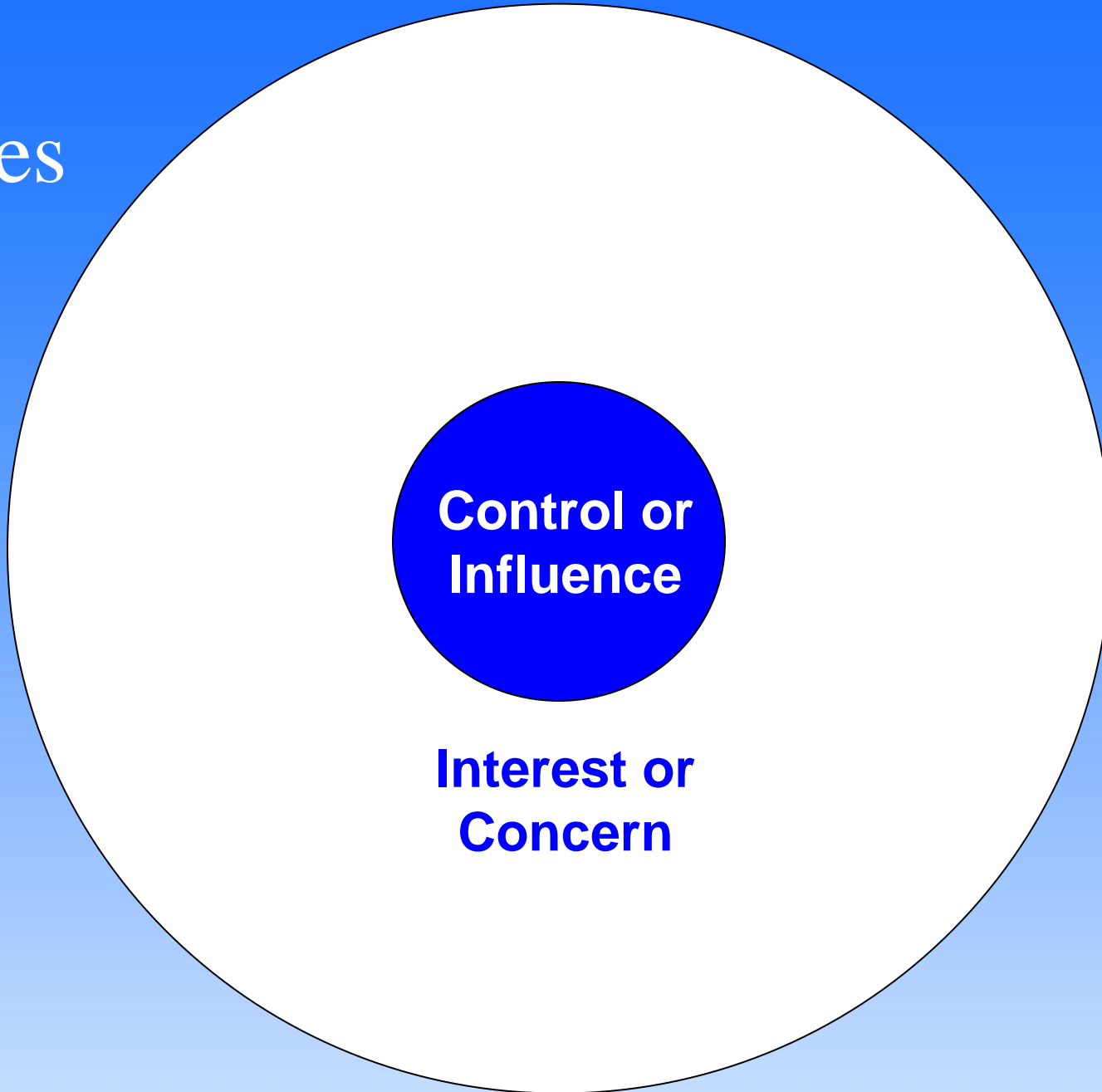
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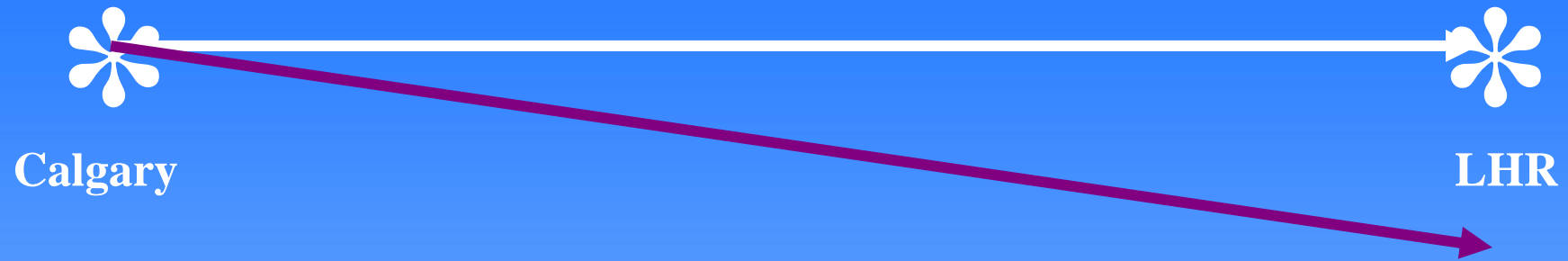
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Two Circles



**Control or
Influence**

**Interest or
Concern**



**A small change of course today,
will have a big impact on the future.**

What more can you do? – Think

If you think you're beaten, you are, if you think you dare not, you don't.
If you like to win but think you can't it's almost certain you won't.

If you think you'll lose, you're lost...

For out in the world we find, success begins with a person's will – it's all in the state of mind.

If you think you are outclassed you are – you've got to think high to rise.
You've got to be sure of yourself before you can ever win a prize.

Life's battles don't always go to the stronger or faster person but sooner or later the person who wins is the person who thinks **THEY CAN**.

Look at these words and say the COLOR not the word

YELLOW

BLUE

ORANGE

RED

BLACK

GREEN

PURPLE

Left brain – right brain conflict

Your right brain tries to say the colour, but
your left brain tries to read the word.

"The people you associate with determine your destiny."

We have four types of people in our lives - those who add, those who multiply, those who subtract and those who divide.

Be friends with those who add and multiply.

What to say when you talk to yourself.

“If you had a friend who talked to you like you sometimes talk to yourself, would you continue to hang around with that person?”

~~ Rob Bremer

Perhaps the bigger problem . . .

Even if you have a positive attitude others may keep attacking you and your positive outlook. You need to discover a way to protect yourself.

1. Choose your friends
2. Choose positive self talk
3. Avoid negativity including the news
4. Build on many small successful changes
5. Develop an immunity to negative thinking

Your life is like the cup

Thank you from

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