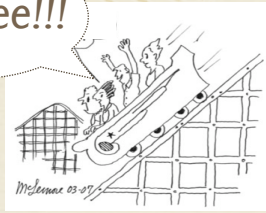


Eeeeeee!!!



What is it to manage change?

THE EXPERIENCE

Emotional. Exasperating.
Exhilarating.

THE PRACTICE

Edgy. Enterprising.

THE OUTCOME

Enlightening. Enriching.



*“Life can be like a roller coaster.... And just when you think you’ve had enough, and your ready to get off the ride and take the calm, easy merry-go round... You change your mind, throw your hands in the air and ride the roller coaster all over again. That’s exhilaration...that’s living a bit on the edge....that’s being **alive**.”*

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INSPIRING CHANGE

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EXPERIENCING CHANGE

THE DEATH VALLEY ROLLER-COASTER!





*Creative. Liberating. Fulfilling. Growing.?
Uncertain. Chaotic. Confronting. Stressful.?*

The Change Experience is always *Emotional*, frequently *Exasperating*, and at times *Exhilarating*. Normal rational views of management do not capture this highly personal rollercoaster experience

It is also *Edgy*. Those going through change live on the edge of the old and the new worlds. Uncertainty means operating on the edge of chaos. Being attentive to potential problems, taking heed, being mindful - all of these mean being on edge.

Without *Enterprise*, the problems of change may appear insuperable. The obstacles to be overcome can extend to ourselves as well as others. When successfully confronted, the Change Experience can be *Enlightening* and *Enriching*. You learn more about yourself and others, improve your relationships and develop yourself as a human being.

THE DEATH VALLEY ROLLER-COASTER

A roller-coaster ride through the Death Valley of Change! All the frustration and stimulation of the preparatory climb to begin the change proper, the scary exhilaration of the drop and the longer slower climb up the other side. And, then, (if the roller-coaster is one that does not allow the fall back!), up and out, and onto the next challenge.

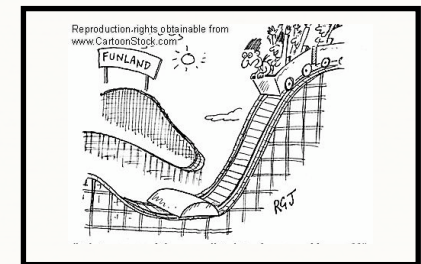
THE DEATH VALLEY OF CHANGE

Things always look worst from the middle! As performance goes down, confidence declines, obstacles surface, and there is no end in sight, the middle stages appear more like a death valley than a stairway to heaven! There is, however, an earlier clamber to even get into Death Valley! Breaking through inertia and resistance, mobilising energy for change, if these do not take place then change falters at the first hurdle. The change agent never even 'gets in', let alone 'gets on' and traverse the depth of the Death Valley. Climbing out of the Valley poses a third, final, challenge: how to do so without slipping or being pulled back. 'Getting out' means embedding change in cultures, systems and structures.



THE ROLLER-COASTER

The roller-coaster takes you on a journey of ups and downs, slow climbs and dramatic falls. There is no simple progression, either uphill or downhill. There are rapid changes in pace while passing through a series of challenging and frightening dips.



THE RIDE

It can be dangerous, scary, exciting and exhilarating ride. It has emotional and practical highs and low, and bone jarring twists and turns. We shift from being confident to scared, exhilarated to desperate. We move from enjoyment to endurance, unproductive panic to attempts to seat ourselves more safely and comfortably, from fighting to control to going along with the ride,

