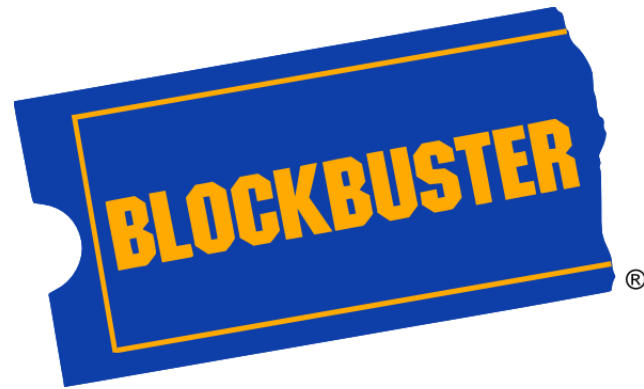




What Happens When Organizations Refuse to Change?





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Diminishing Resources Activity

- ▶ When resources shrink, what do we do?
 - ▶ Reduction in customers
 - ▶ Reduction in revenue
 - ▶ Reduction in financial resources
 - ▶ Reduction in qualified employees/applicants
 - ▶ Reduction in inventory

What Affects Reductions?

- ▶ Global Economy
- ▶ National Economy
- ▶ Regional Economy
- ▶ Local Economy
- ▶ Holidays
- ▶ Lack of Training?



Case Study

- ▶ What went wrong?
- ▶ Was it controllable?
- ▶ When was there a noticeable problem?
- ▶ Where did the problem happen?
- ▶ How did the environment change?
- ▶ Who is to blame?

The Only Thing Constant Is Change

Heraclitus, the pre-Socractic Greek philosopher, who said that “change is the only constant in life” to highlight the need for all of us to always plan for and be ready for change in every aspect of our lives. The same philosopher illustrated the point about change being ever present by saying “***No man ever steps into the same river twice***”.

An ever flowing river is there and even has a name, yet the water in it keeps changing so that from one second to the next it is really a different river.

Which of the following people best demonstrate the skill of an *innovator*:

- ▶ Michelle notices that the organization membership recruitment drive does not seem to be attracting as many people as it takes to reach their goal. She reaches out to other groups to see how they can improve.
- ▶ Jennifer notices that the organization membership recruitment drive does not seem to be attracting as many people as it takes to reach their goal. She appoints a special committee to evaluate their options.
- ▶ Chris notices that the organization membership recruitment drive does not seem to be attracting as many people as it takes to reach their goal. He researches many other organizations and how they recruit members. Ultimately, he finds a model that's working in another state and implements that model.
- ▶ Donald notices that the organization membership recruitment drive does not seem to be attracting as many people as it takes to reach their goal. He reaches out to other groups, researches ideas online, and builds a new model for the organization to try.

Which of the following people best demonstrate the skill of a *problem-solver*:

- ▶ Paul recognizes a problem in the organization and quickly searches for answers. He asks the leader from last year of their suggestions to fix the current challenges.
- ▶ Jennifer notices a problem in the organization's budget. She springs into action and shows the issue to their Advisor. The Advisor recommends a plan of action.
- ▶ George is told of a problem in the organization. He steps in to understand the existing scenario and implements a solution that works for everyone.
- ▶ Sandra notices an organizational problem and identifies and evaluates the problem, designs possible solutions, implements the solution, and reevaluates the outcome.

Which of the following people best demonstrate the skill of a *risk-taker*:

- ▶ Betty is presented with an idea for the organization. She looks at the risk-taking analysis and determines it will not work for her group.
- ▶ Thomas is presented with an idea for the organization. He looks at the risk-taking analysis and understands in cost and resources the proposal will not work.
- ▶ Carol is presented with an idea for the organization. She looks at the risk-taking analysis and notices that it will cost the organization money; however, if the proposal works, it could bring added revenue.
- ▶ Steven is presented with an idea for the organization. He looks at the risk-taking analysis and determines the organization will have to pull from reserve money, but other organizations have implemented the same idea successfully.



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