



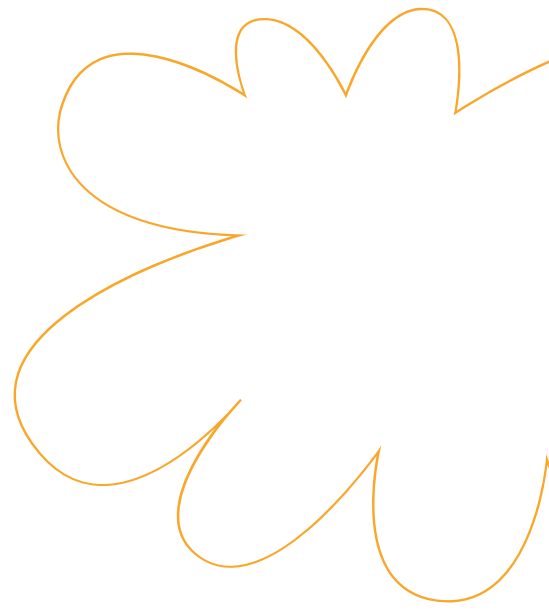
Change the Eeeeeeeeeeesy way



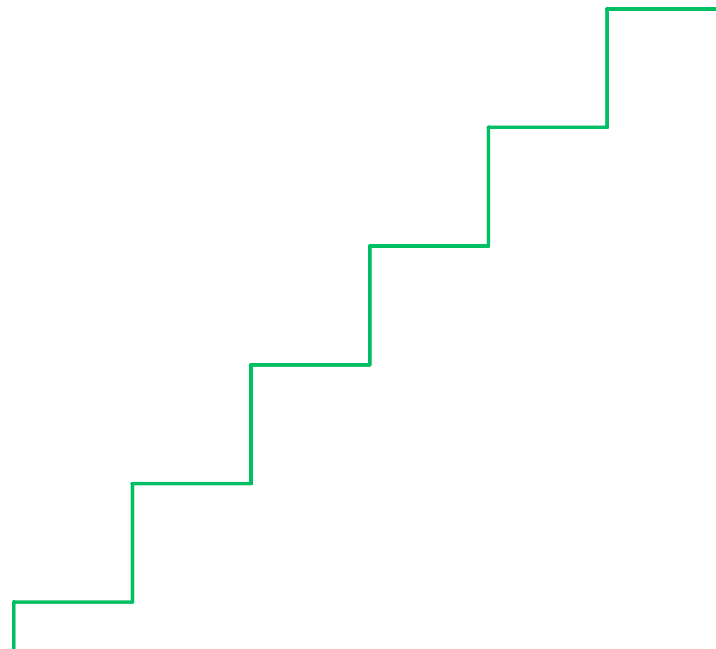
12 Steps
to meaningful change

Everything you need to know about creating substantive change at home and in the workplace.

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Eeeeeeeeesy Change

Change is hard. People don't like change. People get stuck. People need help. People get disoriented. They don't like it when change is imposed. We don't like it when something is different when our world is shifting around us.

When we start to think about how we make a substantive change that sticks and that makes a difference, a meaningful difference in people's lives. we've got to tap into what causes people to be adverse to change. And that's what we're going to cover in the book, how do we take people on a change journey that they want to go on?

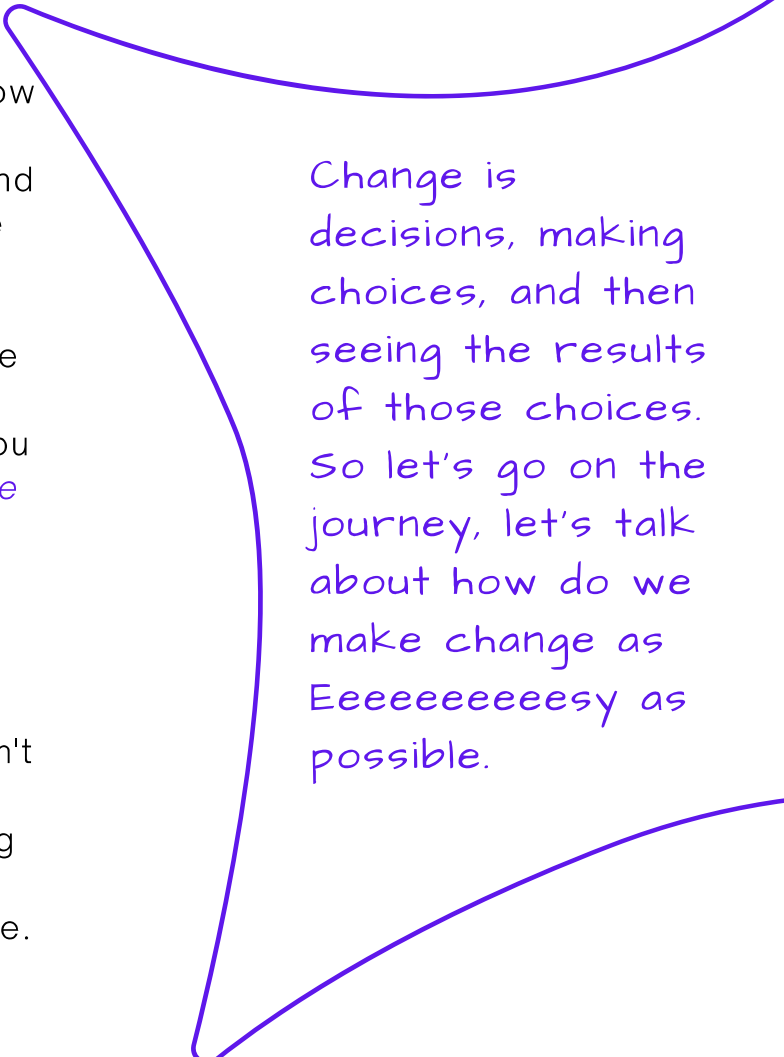
What the heck is going on with the title?

When I first started on this journey, I discovered that I had this idea about how we make change easier. And I really liked the idea around easy and the sound of that. I started to experiment with the *"EEEEEs"* as a title.

I started with five Es and then it became seven and then it became 10 and I just didn't know where to stop. And then, you know what? I thought *"This this could be the title!"*.

So...we're going to go with it.

The whole point of this book is that change can be easy, that change doesn't have to be perfect. So I'm going to experiment, I'm going to learn, I'm going to adjust the journey that we are all going on whenever we make any change.



Change is decisions, making choices, and then seeing the results of those choices. So let's go on the journey, let's talk about how do we make change as Eeeeeeeeesy as possible.

E1 Examine

WHY CHANGE?

The first step in any change is to understand where you are. So we have to examine, examine where we are, and examine where we want to be. This is really important to create that sense of orientation and to make sure that we're moving in the right direction. This takes a bit of time, you can't just rush into change. You need to really look deeply at what's happening, and decompose it and start saying, "Why is that happening?" We want to make sure that we're solving the right problem. We want to make sure that the changes that we're going to be making are actually going to add value. This is the take a breath, this is the don't rush. This is the be considered stage of any change. Don't assume that you have the correct solution. So stop, look.

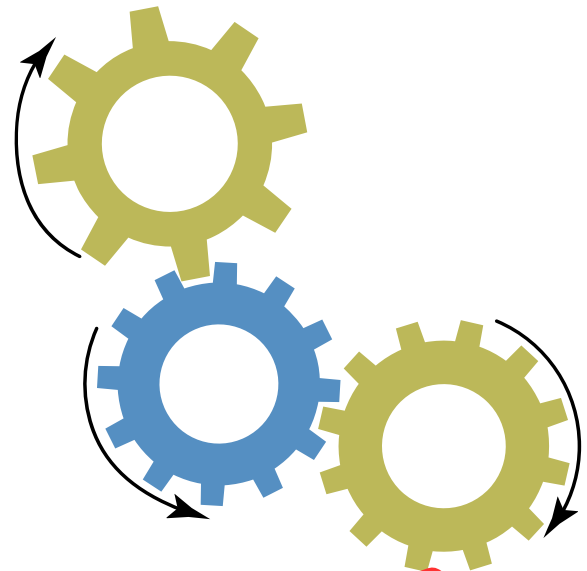
LOOK TO UNDERSTAND

- Look at what is happening.
- Observe the impact.
- Consider the cause.
- Look upstream.
- Look downstream.
- Zoom in - Look at the detail.
- Zoom out - Look at the big picture
- Look at the players.
- Look at who is influencing.
- Look is who look at who is experiencing
- Look and who is doing things.
- Look at the decisions that are being made.
- Look at when they're being made.
- Look at who was making them.
- See the whole picture.



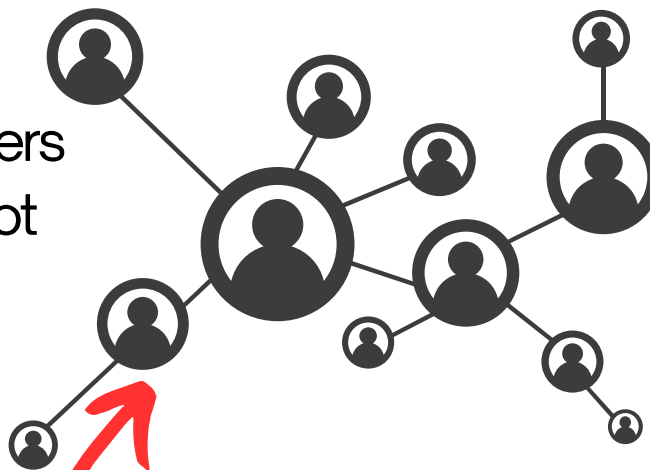
***"WHY IS THAT
HAPPENING?"***

Don't look at any part in isolation. Pay attention to the detail of each of the component and how they interact



Start with the end in mind.

Identify the key players
Identify the key pivot points.



Once you've done that,

then you can start to
think about potential
changes that you can
make.

Drill into "what am I trying to achieve by these changes?"

If you are unable to isolate the change, and the reason for the change, you're not going to be able to make a substantive change.

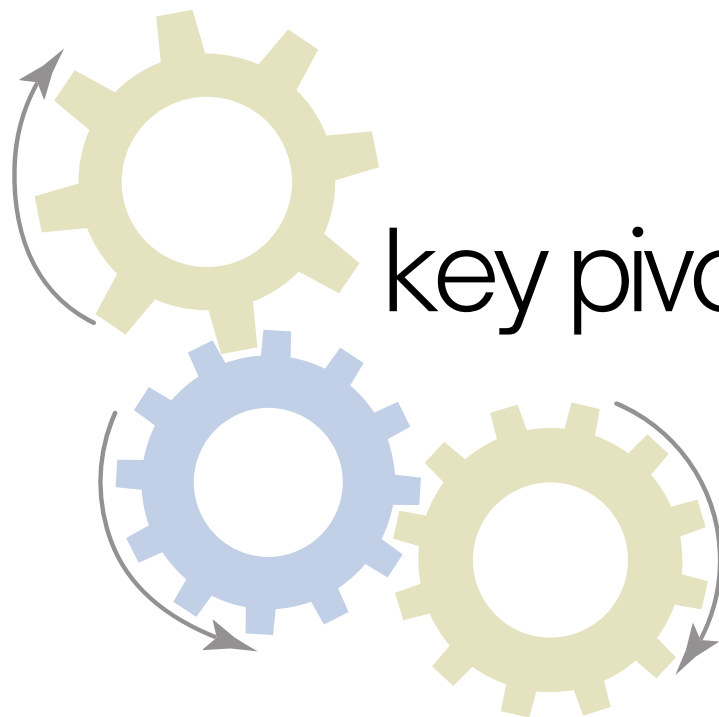
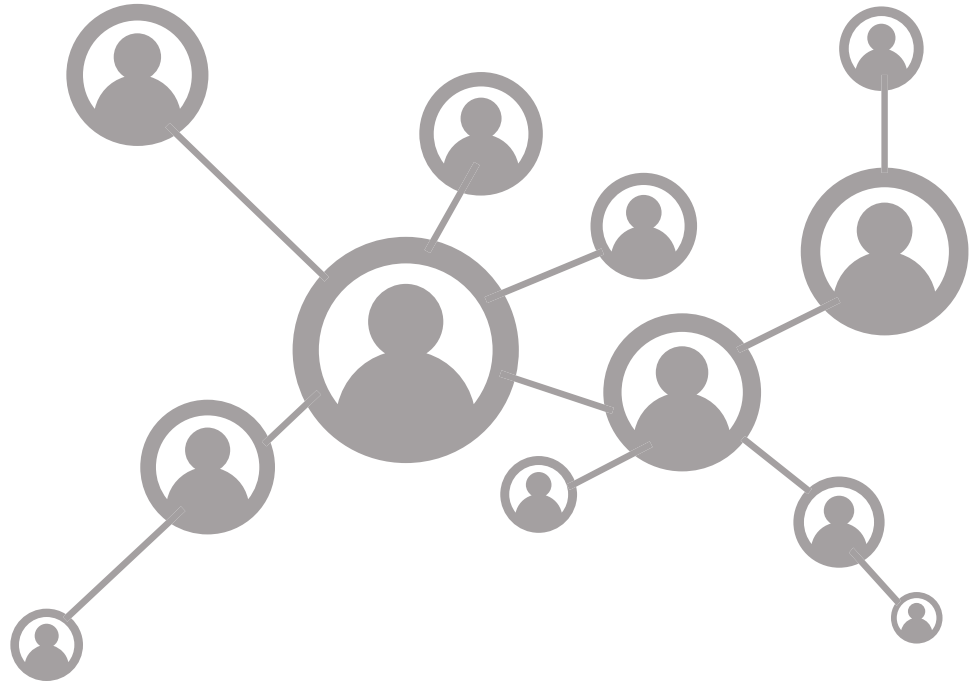
you must use that in the as your value compass as the way that you move forward into the future. If you're unable to isolate that end, your target state, it's going to be very challenging for you to know if you're on track or not to achieve it

what am I trying to achieve?

WHEN SETTING GOALS, MAKE SURE IT FOLLOWS THE SMART STRUCTURE.
USE THE QUESTIONS BELOW TO CREATE YOUR GOALS.

S	<u>SPECIFIC</u> WHAT DO I WANT TO ACCOMPLISH?	
M	<u>MEASURABLE</u> HOW WILL I KNOW WHEN IT IS ACCOMPLISHED?	
A	<u>ACHIEVABLE</u> HOW CAN THE GOAL BE ACCOMPLISHED?	
R	<u>RELEVANT</u> DOES THIS SEEM WORTHWHILE?	
T	<u>TIME BOUND</u> WHEN CAN I ACCOMPLISH THIS GOAL?	

key players



key pivot points

The next step is to identify "enough".

The temptation is to create a holistic journey and to think about every step along the way. What we actually want to do is make one small change.

We don't have to complete the journey in a single step, you don't have to go from zero to 100 instantly.

Start to think about how much is enough and start there.

E2 Enough

You need to know where your destination is and if you are on the right track.

Boil the changes down into just the essential elements....just enough to get us going.

Just enough so that we know the destination and just enough so that we can start to see the value of the change that we're trying to make.

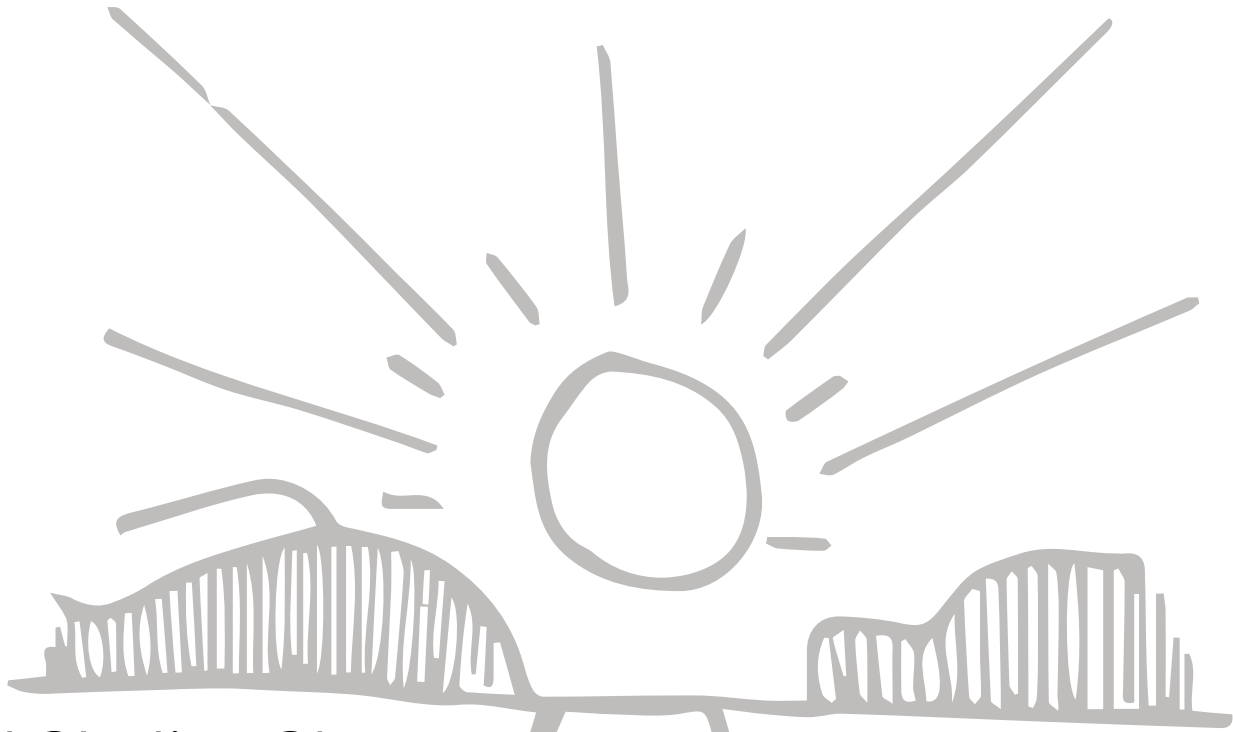
If we can't orient against value, and if we're not on track, then the change won't stick.

So don't try to change everything all at once.

Just enough to get us going...

Just enough!

Steps on the Journey

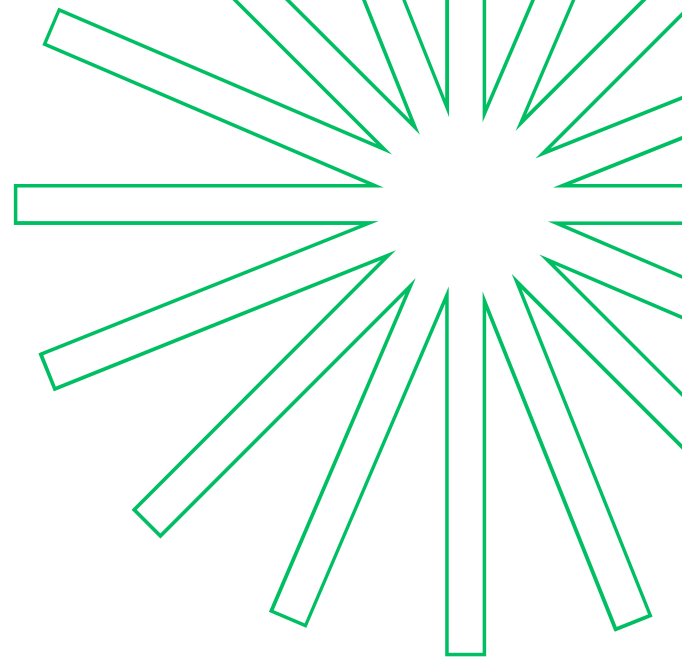


Small Starting Steps:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Expose people to the potential change. Share the idea. Create knowledge. Use the future state language, use the terms and concepts we want to be using for the target state words. We want to be discussing and putting into the vernacular.

Demystifying what the future could look like. Put no emphasis on making the change, just talk about the what and the why of the future.



NORMALISE THE CHANGE

We want to take the fear out of the future by making it just the norm. Not a shock, not a surprise, not unknown. Normalisation of the potential future, of the coming changes is a very important stage. To do this we're just basically going to be thinking about it, talking about it, sharing it, opening ourselves to questions, making sure that we are having conversations, getting people familiar with the concepts, helping them understand the world; helping them understand the why; helping them understand the what; helping them understand the when. Flagging that the change is coming without actually doing the change.

CULTIVATE CURIOSITY

Create tension points and create curiosity.

What we don't want to create is a resistance culture.

We don't want to have people feel like they're being shoved into something that they have no knowledge about.

So start gently, talk about what the future could be. Talk about how we could get there and we start to engage different parts of the group in their views and concerns.

Consider what information we're getting back. What feedback we're hearing. With the early conversations we have about a particular topic and the potential approaches, the early use of language. The confusion points or the resistance points are very powerful agents of change.

We can tap into them and we can actually lean into the questions that people are asking.

We can use those to help us understand how can we amplify the impact of any of the changes that we want to make

E3 Expose