



Navigating In Times Of Change

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Short Description of the Presentation:

Change is inevitable. A good captain always keeps ahead of his vessel continually gathering and evaluating information from every available source to anticipate dangerous situations well before they arise.

Key Points:

If you want to learn, learn from those that have already “walked the walk”. Michael has walked that walk and is going to briefly share the core of how to handle change within an organization. Following his presentation Bill Kinnard will interview Michael to pinpoint specific ways change should be handled within the organization.

Organizational Leadership is a four part process:

- Understand your employees and how DISC profiles can help
- Clarify the mission (who we are) and value system (how we do things) and the vision (live core values)
- Understand the process of change and how we react to it
 - a) Realize that change is necessary
 - b) What to do when change begins to occur
 - c) Breakthrough phase
 - d) Competence – Change becomes standard procedure
- Understand the market you work in

Interview questions:

1. Can you change an individual that does not seem to fit based on the DISC assessment?
2. How does vision impact the organization and the coming change?
3. How do you instill the vision within the company?
4. What do you mean by the statement “The problem is never the problem?”
5. What are some specifics of how to realistically introduce change within a company?
6. Why is celebrating success important as change takes place?
7. What happens when an employee really cannot handle change?
8. How do you deal with massive change within the industry?
9. How important is an advisory board made up of individuals that are “outside” your industry?