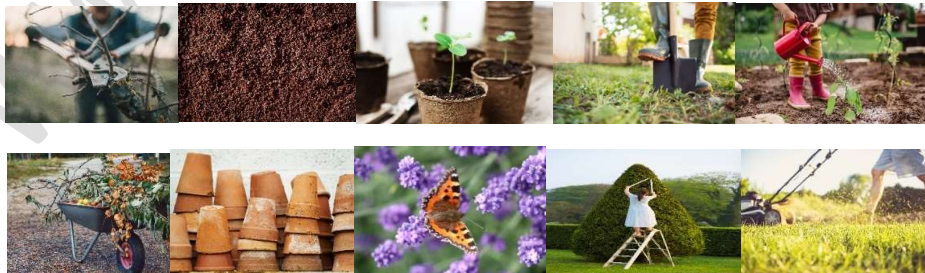
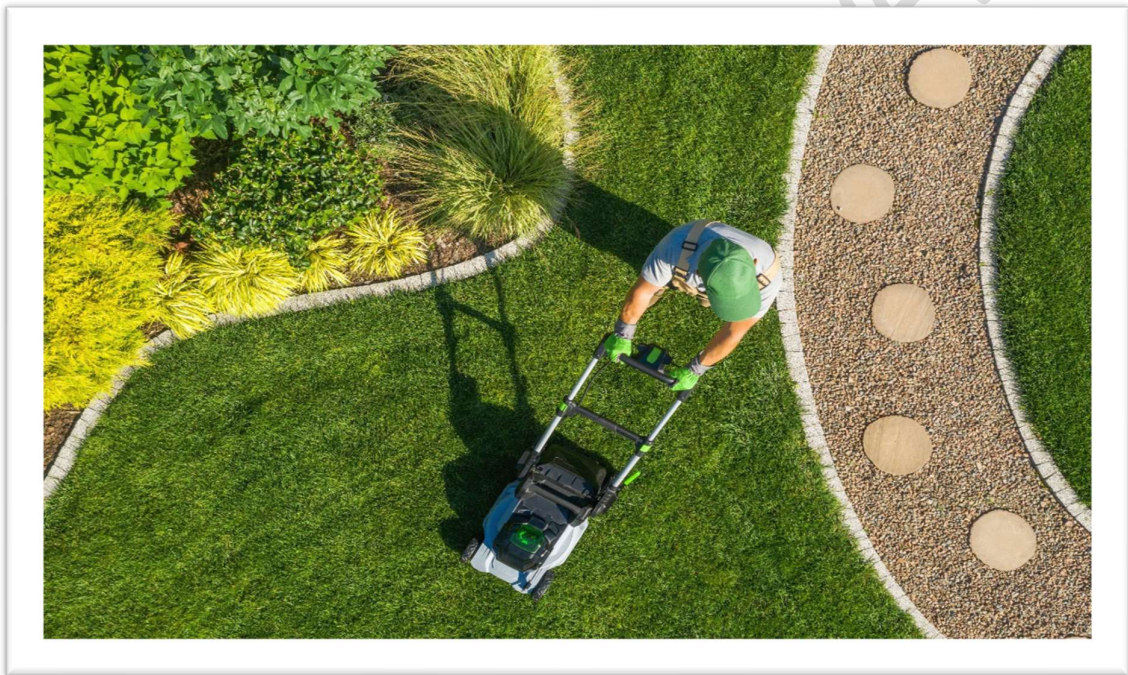


Big Picture with Little Pictures

It is incredibly important to clearly paint the big picture when looking at and implementing change projects. Equally as important, is to accompany these big images with little pictures so that the collaborators in painting the big pictures feel secure and resourced to take their steps on this journey of change.



Build the Big picture WITH the little pictures.

A **Big** picture concept does not start & end at the beginning of a *change project*, in fact it is essential that the **big** picture is depicted throughout the *change process*, whether is a small upgrade or a total overhaul/revamp.

However, **big** Pictures show the vision, i.e., the what, the how, maybe even the why, BUT without the supportive *little* pictures it is extremely difficult to have and maintain agreement & clarity among the various stakeholders, which makes the effective, aligned planning and implementation, nearly impossible, certainly unenjoyable and possibly even detrimental to current & future change projects.

Stakeholder/Employee Resistance/Insistence

Why stakeholders/employees get the 'blame' for resisting change? In my extensive experience, 70% of the time a stakeholders reaction is the result of a 'lack' from the business's side. 30% their reaction is just that, a reaction, but by immediately being pigeon hold as a resistor, the business doesn't create the space and opportunity to digest & reflect on their initial reaction, which more often than not turning it into an optimistic response.

If true leadership exists, their resistance can be **heard** to be insistence for the business to do better, communicate better, listen, hear, understand, facilitate proactive reflections & rolling improvements for the insistence of 'better'.

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For this reason there is a whole page on employee resistance/insistence, because it's that important. Your team are there to add value, and you are responsible for creating the environment in which this happens.

Understanding that people react to change differently, and travel through different states throughout the change process, and using that awareness to encourage open discussion that is geared toward engaging with and improving the concepts on the table, with a frame of reference set out by the business is one of the most important keys to success.

Big Picture	<i>Little Picture</i>
<p>Concept of Planned Change</p>	<p>Collective understanding of change</p> <p>Compare difference types of change</p> <p>Agreed high level direction</p>
<p>Strategic vision for the Planned Change</p>	<p>Vision</p> <p>Impact</p> <p>Stakeholders</p> <p>Environment</p> <p>Business</p> <p>Values</p>
<p>Developing long term objectives and goals of the change project</p>	<p>Priorities</p> <p>Focus Area</p> <p>Impact</p> <p>Measures</p> <p>Deadlines</p> <p>Short-term wins</p>
<p>Change Readiness Are we ready?</p>	<p>Leadership</p> <p>Culture</p> <p>Organisational</p> <p>Customers</p> <p>Systems</p> <p>Employees</p> <p>Suppliers</p>
<p>Change Leadership Do we have the right people?</p>	<p>Effective Communicator</p> <p>Empathetic</p> <p>People Centric</p> <p>Committed</p> <p>Aware</p> <p>Expertise</p> <p>Reflective</p> <p>Trust</p>
<p>Change Management</p>	<p>Communication</p> <p>Leadership Support</p> <p>Resource Allocation</p> <p>L&D</p> <p>Review</p> <p>Stakeholder Engagement</p>

Big Picture	<i>Little Picture</i>
<p data-bbox="300 814 743 995">Stakholder / Employee Resistance / Insistence</p>	<p data-bbox="824 415 1218 472">Purposeful 360 Communication</p> <p data-bbox="868 493 1388 550">Make information available and accessible</p> <p data-bbox="815 562 1091 619">Resource your team</p> <p data-bbox="1042 613 1372 703">Engage discussions using Change Cycle Tools</p> <p data-bbox="831 714 1286 814">Acknowledgement effort invested in current and previous situation</p> <p data-bbox="824 835 1380 945">Listen to understand the reasons for resistance, not to explain away those reasons</p> <p data-bbox="831 961 1182 1060">Facilitate a space for employees to speak openly</p> <p data-bbox="1172 1012 1377 1123">Review Values & Vision</p> <p data-bbox="868 1096 1182 1192">Individual contribution throughout the process</p> <p data-bbox="824 1207 1380 1381">Supportive environment that encourages alignment, but understands without combat or conflict when that doesn't flow & doesn't block exits</p> <p data-bbox="1031 1396 1172 1459">Respect</p>