



Leading Change - A Practical Guidebook

An Online Continuing Education Course for Engineers

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Leading Change -A Practical Guidebook-

(The Times, They Are a-Changin')

-4 PDH -



**“I can't change the
direction of the wind,
but I can adjust my sails
to always reach my
destination.”**

-Jimmy Dean American
Actor, Country Singer

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Introduction

This class will help you deal with pending changes in the workplace as well as provide you with an effective strategy for use when helping your employees through those changes.

Participants in this course will learn:

1. How to learn from past change events the skills, knowledge, or attitudes that can help with future change.
2. How to identify the “changeless core” that is within them in preparation for future change.
3. How to assimilate a “temp’s attitude” when searching for work.
4. Why some organizations grow stronger from change and why others atrophy and die.
5. How to apply the “Stockdale Paradox” to their changing world.
6. How to implement a “blueprint for change” effectively in their life or in that of their workgroup.
7. How to assess the existing talent available within yourself or your workgroup objectively.
8. How to get an assessment of your skills and abilities from your employees.
9. How to do a “SWOT” analysis to develop a strategy for the future.
10. How to implement the results of that SWOT analysis to minimize the impact of pending change.
11. How to harness the power of imagination for a successful change.
12. How to apply the “lessons from a Kool-Aid stand” to a changing environment.
13. How to build momentum in the change.
14. How to implement your strategy for change.
15. How to preserve the results of all your work through the change.
16. The elements necessary for a heart-engaging vision statement
17. How to develop an effective vision statement
18. The value of symbols in creating a change environment

“The Times, They Are a-Changin'”



Come gather 'round people
wherever you roam,
And admit that the waters around you
have grown,
And accept it that soon you'll be
drenched to the bone.
If your time to you is worth savin',
Then you better start swimmin' or you'll
sink like a stone
for the times they are a-changin'.

Come writers and critics who prophesize
with your pen,
And keep your eyes wide the chance
won't come again
and don't speak too soon for the wheel's
still in spin,

And there's no tellin' who that it's namin'.
For the loser now will be later to win
for the times they are a-changin'.

Come senators, congressmen please
heed the call, don't stand in the
doorway, don't block up the hall
for he that gets hurt, will be he who has
stalled,
There's a battle outside and it is ragin'.
It'll soon shake your windows, and rattle
your walls
for the times they are a-changin'.

Come mothers and fathers throughout
the land, and don't criticize, what you
can't understand
your sons and your daughters are
beyond your command
your old road is rapidly agin'.
Please get out of the new one if you
can't lend your hand
for the times they are a-changin'.

The line it is drawn, the curse it is cast
The slow one now will later be fast
As the present now will later be past
The order is rapidly fadin'.
And the first one now will later be last
for the times they are a-changin'.

-Bob Dylan, 1964

This song was written and published in 1964. Why was it appropriate for that time in the US?

[It was a time of great social and political turmoil in the nation. Events like these were changing the national landscape:

- ✓ The Civil Rights Movement was gaining momentum – M.L. King’s “I Have a Dream” speech in 1963
- ✓ The escalating Vietnam military involvement and more headlines
- ✓ President Kennedy had been assassinated. Politics were more news than before
- ✓ The Cold War was still in full swing. More than 2 years old
- ✓ Music was changing. “The Sound of Silence”
- ✓ President Lyndon B. Johnson’s Great Society programs began. Massive social
- ✓ College students were protesting. Events which were covered by news coverage...]

Are any parts of it ageless?

[There is no right or wrong answer. Get you thinking about it from your perspective.]

What parts, if any, of it relate to you?

[There is no right or wrong answer. Get you thinking about it from your perspective.]

