



MANAGING CHANGE

Morgan Traynor
Director, Global Sales Acceleration - Procore Technologies

This session is eligible for 0.5 Continuing Education Hours.

For these hours to appear on your certificate, you must:

- Have your badge scanned at the door
- Attend 90% of this presentation
- Fill out the online evaluation for this session



Online Evaluation

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

Looking ahead...

- + Introductions
- + Definition of Change Management
- + Working Session : Managing Change
- + Working Session : Personalizing Change Management
- + Kubler Ross Change Curve
- + Working Session
- + Organizational Change Management
- + Working Session
- + Application + Next Steps

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

“Change management is the **systematic approach and application of knowledge, tools and resources** to deal with change. It involves defining and adopting corporate strategies, structures, procedures and technologies to handle changes in external conditions and the business environment.” - Society for Human Resources Management (SHRM)

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

REACTIVE Change Management

Things that happen to us.

PROACTIVE Change Management

Things we plan to do.

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

WORKING SESSION

MANAGING CHANGE

- + Provide an example of when you have seen change managed well.
- + Provide an example of when you have seen change managed poorly.

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

WORKING SESSION

PERSONALIZE CHANGE MANAGEMENT

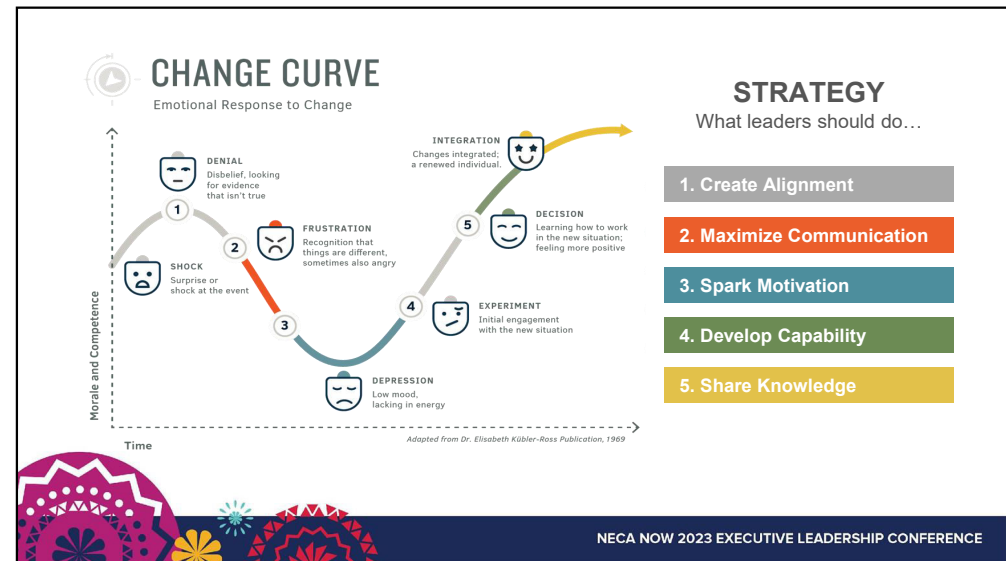
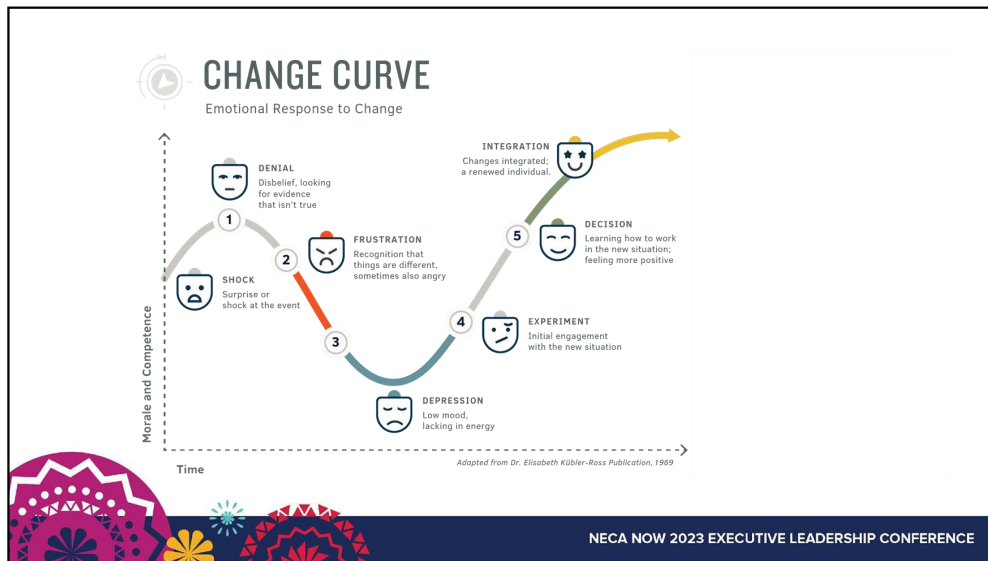
- + Identify a current business challenge that requires change management in your organization.
- + What makes this business challenge important to address right now?
- + Define this type of change management - REACTIVE or PROACTIVE?
- + How do you respond to change?

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

Looking ahead...

- + Introductions
- + Definition of Change Management
- + Working Session : Managing Change
- + Working Session : Personalizing Change Management
- + **Kubler Ross Change Curve**
- + Working Session
- + Organizational Change Management
- + Working Session
- + Application + Next Steps

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE



WORKING SESSION

KUBLER ROSS

- + How will you employ the related change management strategy to help your team through this stage of the change process?
- + Identify two (2) tactical strategies you can employ to support your change process.

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

Looking ahead...

- + Introductions
- + Definition of Change Management
- + Working Session : Managing Change
- + Working Session : Personalizing Change Management
- + Kubler Ross Change Curve
- + Working Session
- + **Organizational Change Management**
- + Working Session
- + Application + Next Steps

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

		What to do	Who to involve
01	Initiate form the business case & the team	<ul style="list-style-type: none"> • What is the business problem? Present the evidence. • Why is it important to address now? Present the positive consequences of addressing now. • Rally your resources: Identify the stakeholders and socialize the idea early and often 	<ul style="list-style-type: none"> • Project Sponsor: The person who sees the need • Executive Champion: The person with decision making power. • Executors: SME that know how to solve the problem and does that will bring change to life.
02	Motivate share the vision and the plan	<ul style="list-style-type: none"> • Motivate the feeling: Share the vision and "what's in it for me". Knowing something is not enough to cause change. • Show Alignment: Relate to your Mission, Vision, Values and Strategy. • Show the Path: Present how you will get from current state to future state by clearly defining scope, roles & responsibilities & hypothesized outcomes. 	<ul style="list-style-type: none"> • Project Sponsor • Executive Champion • Executors • Audience: Those that will be impacted and need to buy into the change.
03	Activate implement the plan	<ul style="list-style-type: none"> • Communicate: Create and follow a communications plan/schedule that promotes visibility, transparency and expectations. In the absence of information people do to a dark place • Educate: Provide proactive information and training opportunities about the change. • Update: Provide honest communication updates to stakeholders and the org - for better or worse. Include metrics and calls to action. 	<ul style="list-style-type: none"> • Project Sponsor • Executive Champion • Executors • Audience • Champions: Avid supporters of the change that can build buy-in.
04	Celebrate + Iterate	<ul style="list-style-type: none"> • Pause to celebrate: Provide recognition to project team and organization for efforts and achieving outcomes. • Seek feedback: Lean into what is working. Adjust for losses and changes in circumstances. • Iterate: Make adjustments, keep communicating, keep iterating. 	

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

WORKING SESSION

ORGANIZATIONAL CHANGE MANAGEMENT

- + Currently, where are you and your team in the Organizational Change Management Model?
- + What comes next, and what is one action item you will employ to be intentional in your change process?

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

Looking ahead...

- + Introductions
- + Definition of Change Management
- + Working Session : Managing Change
- + Working Session : Personalizing Change Management
- + Kubler Ross Change Curve
- + Working Session
- + Organizational Change Management
- + Working Session
- + **Application + Next Steps**

NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE

Complete the Online Evaluation



NECA NOW 2023 EXECUTIVE LEADERSHIP CONFERENCE