

**Some generalisations around managing change**

**Most managing change efforts....**

1. Are unclear from the outset about specific outcomes and a realistic route to these.

**My view:**

2. Have insufficient very senior management interest, commitment and personal involvement.

**My view:**

3. Are inappropriately led by external (to the organisation) people driven by their own agendas and goals.

**My view:**

4. Dismiss what is working currently in a mad rush to implement the new and be rid of the old and current.

**My view:**

5. Result in little or no lasting change – meaning there is little sign of all the effort say three years on.

**My view:**

6. Launch too quickly into unready action with insufficient time and effort spent on planning.

**My view:**

7. Do not understand the fundamental truth that “people will support what they helped to create”.

**My view:**

8. Are expected to deliver significant results far more quickly than is reasonable or possible.

**My view:**