

Keep the Good!  
Build Commitment!  
Maintain Momentum!



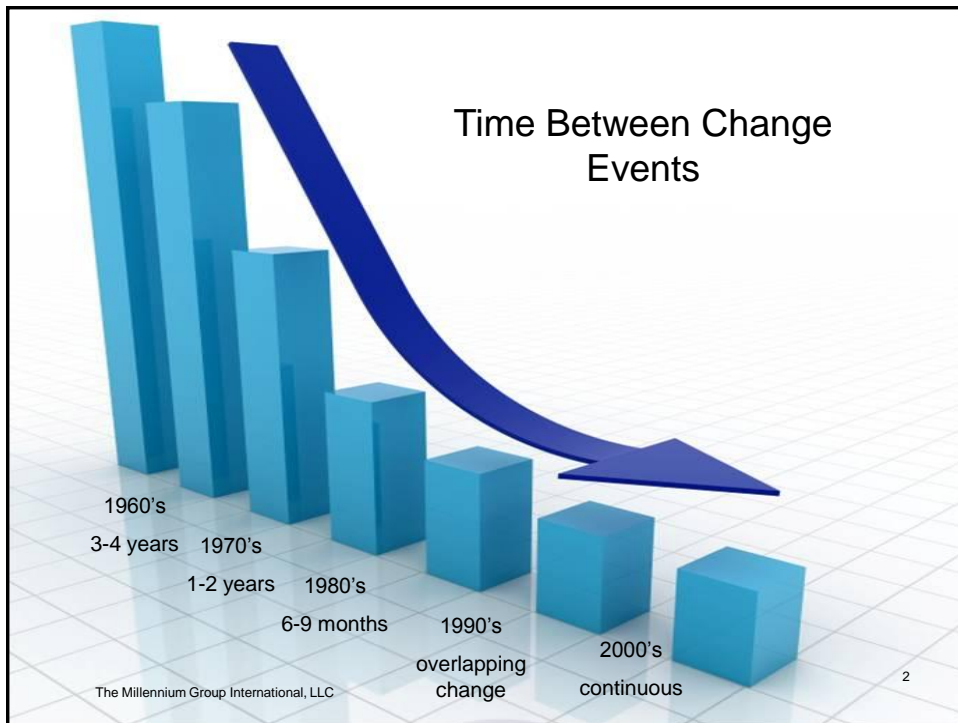
# Managing Mid-Stream Change

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# Creation to Innovation to Convergence



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## Core Human Needs

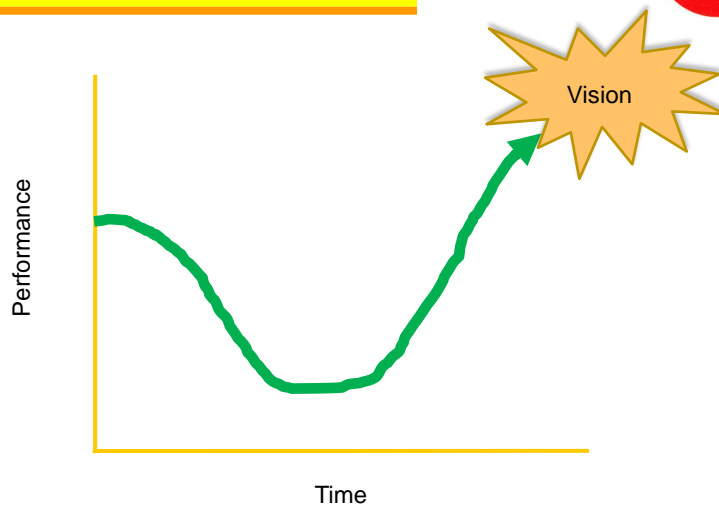


- Security
- Inclusion
- Power
- Control
- Competence
- Justice/Fairness
- Liked/Connected

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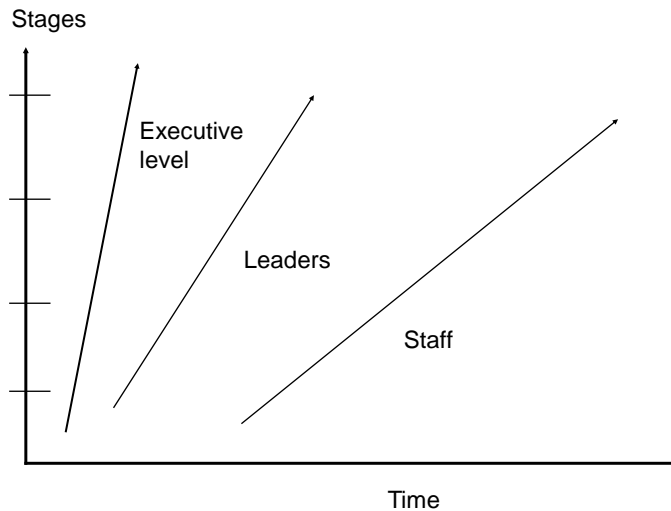
## Stages of Transition



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## Progression Through Stages



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## Case Studies of Managing Mid-Stream Change

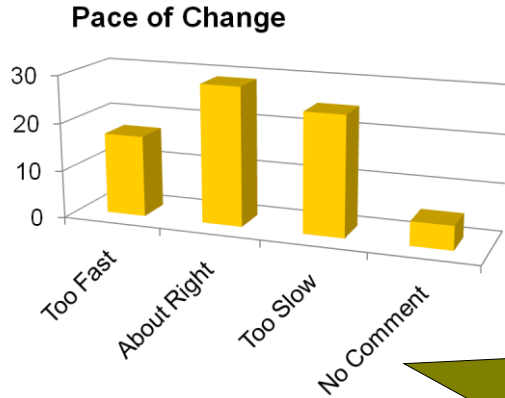


- Sweeping change – am I going too fast? – organization climate assessment
- Does my organization have the capacity? – Re-orienting management
- Do I need to revisit my desired state? – diagnosing their problem-solving orientation
- What's wrong with kids these days? – generational responsiveness

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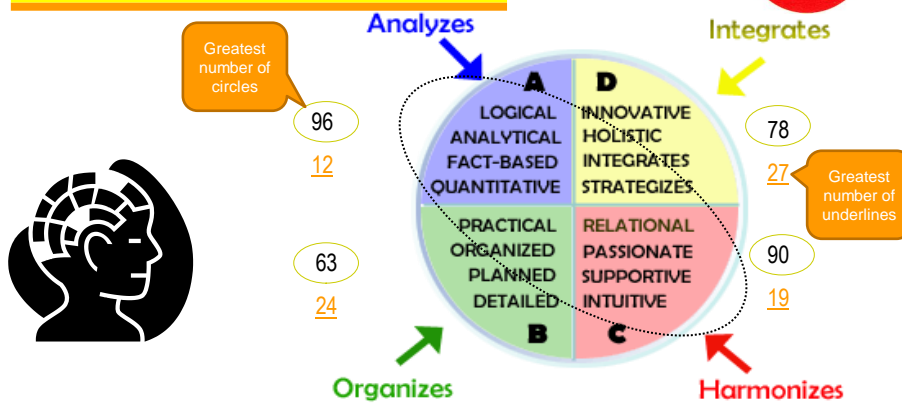
# Am I Going too Fast? Climate Assessment



Jack Welch's  
20 – 70 – 10  
Theory

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# Do I need to revisit my desired state? –Diagnosing the Problem-Solving Orientation



*strengths it brings to a problem-solving task is in getting to the bottom line and relating to customers*

*We would benefit by seeking help to solve problems creatively and to create order out of chaos*

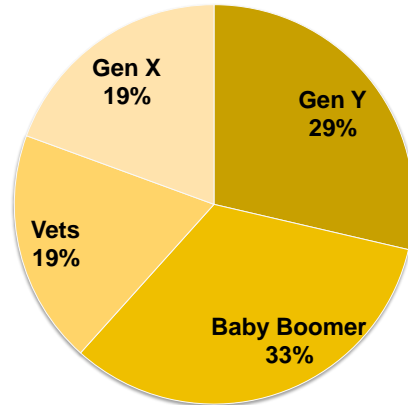
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# What's Wrong With Kids These Days? – Generational Responsiveness



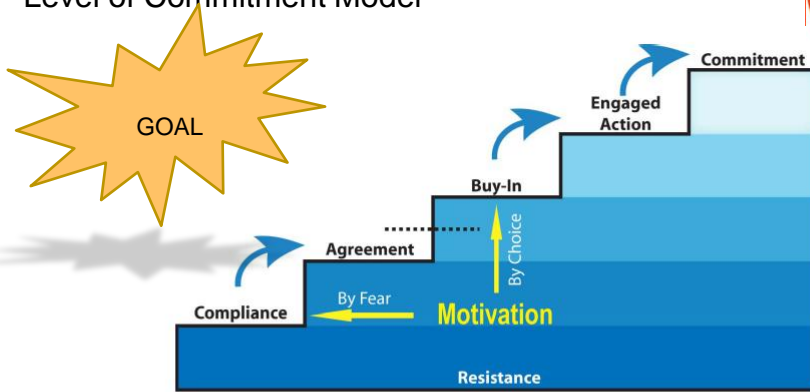
## The Generational Characteristics of Learning Principles that Employees Exemplify



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## Level of Commitment Model



### Motivation by Fear

- Avoidance of pain or threat
- Punishment, negative consequences, ultimatum, coercion

### Motivation by Choice

- Attraction to creating value or pleasure
- Reward, benefit, possibilities, contribution

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- Questions
- Insights
- Linkage to Your Work