

MODUL 1

My Readiness to Change



Management Development International (MDI) develops people and organizations as the exclusive partner of TACK & TMI International and Video Arts for Indonesia.

**TACK**

- Focus on **Sales & Sales Management**
- **Management Skill & Leadership**
- Over 60 Years in 65 Countries
- Action Planning Oriented
- World Certification

**TMI**

- **Inspiring**
- **Personal** Development
- **Customer Service** :
 - * *A Complaint is A Gift*
 - * *Putting People First*
 - * *Employeeship*
 - * *Heart work*
- **Corporate Cultures** Development

 **video arts**[™]
Longer lasting learning

- More than 300 titles
- **Edutaining**
- **Do's & Don'ts**
- Professional Actors
- Practical Skills
- Visual Effective Impact



Training Expertise:

Business Analysis: Strategic Management, Business Environment Analysis; Health and Safety Analysis.

Team Management: Leading Team When You're not The Boss, Change Management, Conflict Management, Effective Delegation, Giving and Receiving Feedback, Coaching Conversation that Gets Result

Sales Management: PROPAYBACK Basic Selling, Solution Based Selling, Sales Field Management, Effective Telesales and Telemarketing

Relationship Management: Interpersonal Styles, Working with Multi Generation at Work, Building Personal Influence

Self-Management: Emotional Intelligence, Time Management, Personal Productivity, Assertive Communication

MEDIANA NUARIKA DANIEL

Virtual Onboarding

1. Participate actively
2. Turn on the webcam along the sessions



Dance it out!



Pre Test



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Today's Business

- Complexity
- Globalization
- Increasing competition
- Technology revolution
- Short life cycles
- Insecurity
- **Chaotic change**

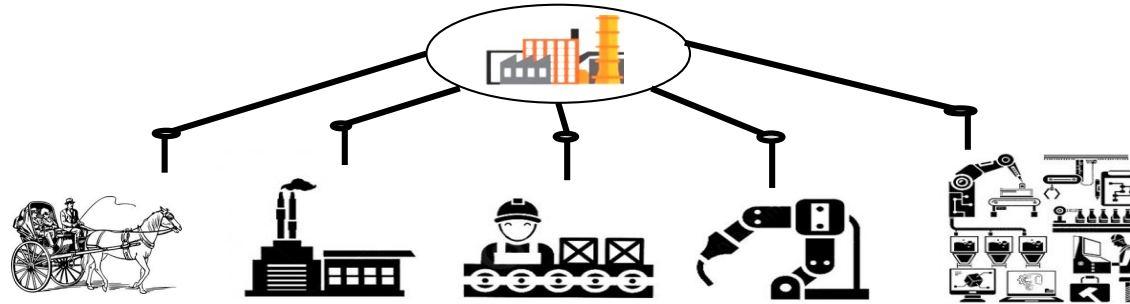




Business Processes in the world ***has shifted massively***, and **no guarantee** of when we can interact like before COVID happened



The Industrial Revolution



Gilda	Industrial Revolution 1.0	Industrial Revolution 2.0	Industrial Revolution 3.0	Industrial Revolution 4.0
1500 – 1700	1700 – 1850	1850 – 1960	1960 - 1990	2015 - 2025
<p>(Human & Animal)</p> <ul style="list-style-type: none"> ▪ Labor union ▪ Early days farming ▪ Horse 	<p>(Steam Engine)</p> <ul style="list-style-type: none"> ▪ Mass production <ul style="list-style-type: none"> - Factories - Mining - Transportation 	<p>(Electricity & Conveyor)</p> <ul style="list-style-type: none"> ▪ Ford (T Model) ▪ Planes 	<p>(Internet)</p> <ul style="list-style-type: none"> ▪ Computer ▪ Digital ▪ Semi conductor ▪ Robot 	<p>(Information & AI)</p> <ul style="list-style-type: none"> ▪ “Really - real time” ▪ Smart Robotic ▪ More virtual ▪ Internet of Things

Discussion: “Change Around Us”

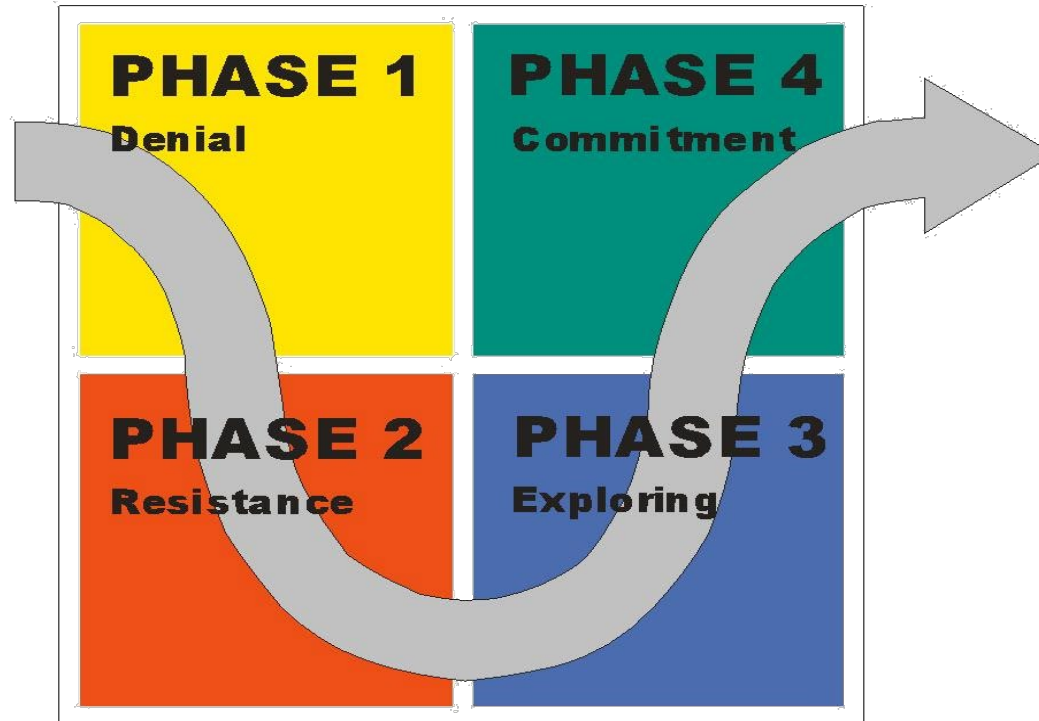
	Changes	Benefits	Fears
Market 			
Company 			
People 			

***“Pessimist sees difficulties
in each opportunity,
optimist can see
opportunities in each
difficulty.”***

- Winston Churchill



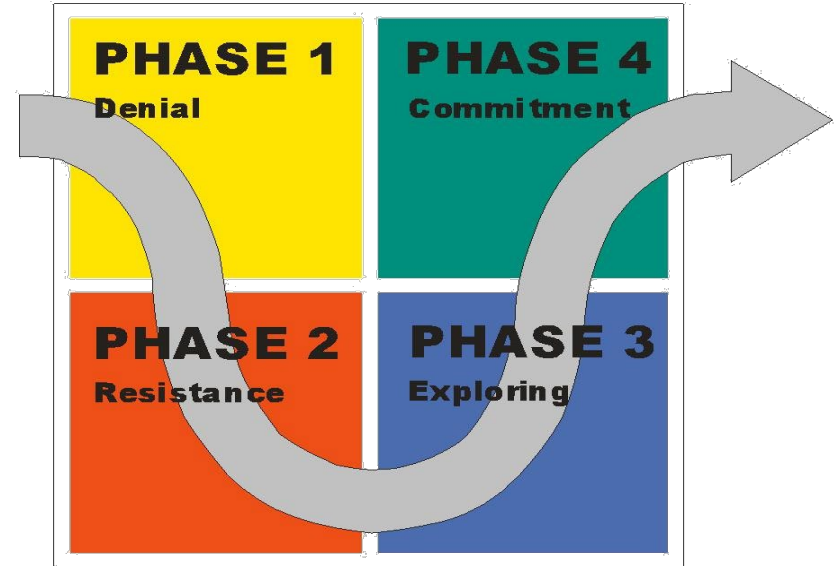
Me and change



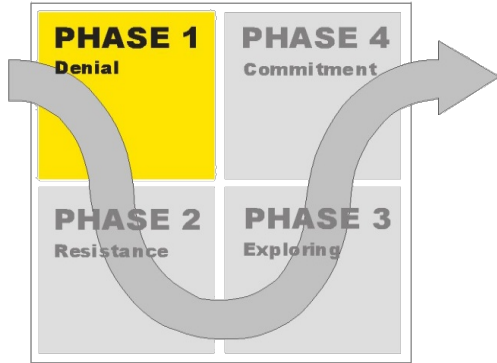
Which stage that you are in now?

Discussion: “Recognizing Phases”

What would people
say at each
phase?

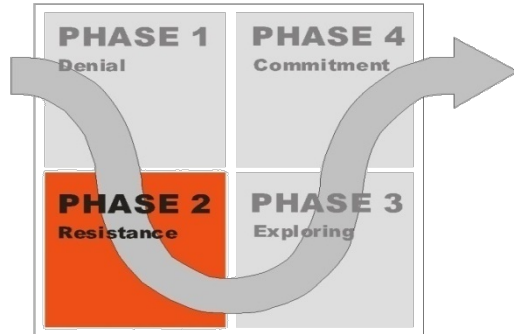


Phase 1 - Denial



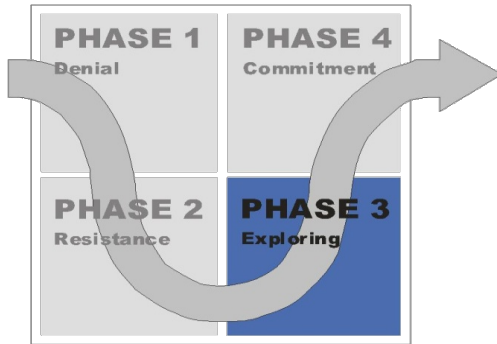
- “The process of change hasn’t started yet”.
- “I won’t waste my time worrying about a change”.
- “I’ve got no opinion about the change”.
- **“Change? I don’t know, I just try to do what I ought to”**
- “I’m sure the whole commotion will end shortly”.
- **“I don’t have time to think about a change”.**
- **“The change won’t really affect my work; I’m going to do the same anyway”.**

Phase 2 - Resistance



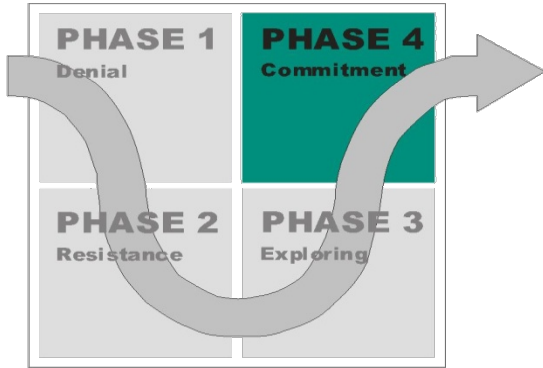
- **“I’d rather things remained as they are”**
- **“The change is introduced in the wrong moment and in a wrong way”.**
- “I reckon the change is bad for the company”.
- “What has been going on here is upsetting me”.
- **“I can’t focus on my tasks”.**
- “The way the change is introduced really gets on my nerves”.

Phase 3 - Exploring



- **“I can see positive aspects of the change and I am getting to like it”.**
- “I am starting to accept the fact that working in a new reality is possible – I am learning all the time”.
- **“The change can really create many new opportunities”.**
- “I get the impression that the worst stage of the change is already behind us”
- **“The whole process has taught me a lot”.**

Phase 4 - Commitment



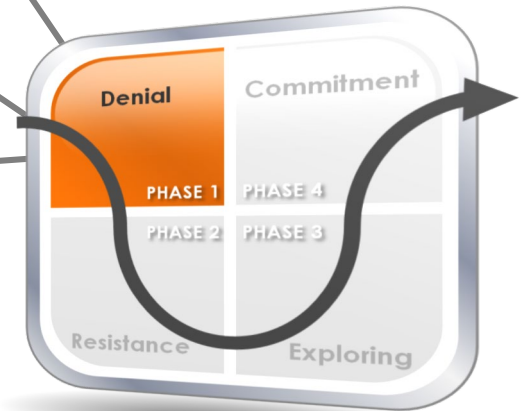
- **“I can’t even imagine coming back to what used to be earlier”.**
- “The new solutions have really worked well”.
- **“The experience has taught me a lot”.**
- “It’s been a real lesson for the company”.
- “I think we can congratulate each other”.
- **“My work has become more pleasant than it used to be”.**

Phase 1 Denial

Pay attention to what is going on around you; look for information about the changes around you.

Talk to your co-workers about their feelings and reflections related to the change.

Learn as much as you can about the causes of the changes that are taking place.



Be aware of your own feelings and accept the fact that in such situations negative emotions are natural.

Allow yourself to consciously resist the change, but do not stop at this stage.

In all probability, you will want to blame others for the changes occurring – try to overcome this and understand the actual causes and the need for changes.

Look for support in your superiors – talk freely and honestly about your feelings about the change.

Talk to people whose attitude to change is positive and see what they are doing to adapt to it.

Phase 2

Resistance



Phase 3 Exploring



Learn and practice new skills that you need in the process of change.

Develop a positive vision of what you want to happen and plan the steps you will take to fulfil your vision.

Take your time and test various actions – do not make too quick decisions concerning what should be done and in what way.

Phase 4 Commitment



Focus on the areas of activity you have most influence on.

Learn to notice your own successes and enjoy them.

Write down the ideas that prove effective and the best solutions to problems that cropped up in the process of change.

Personal plan of change management

