

# GUIDE

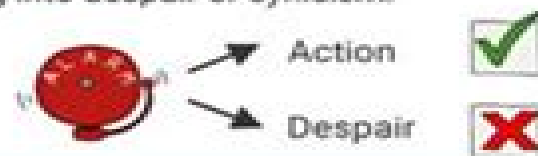
## A Simple Guide to Change Management

Organizations must continually adapt due to shifting market conditions, customer demands, technologies, input costs, shareholder expectations and competition.



They must adapt to these shifts in the environment or risk becoming irrelevant, uncompetitive or eaten up.

The challenge for organizations is to help their people move from alarm to action without falling into despair or cynicism.



Four typical responses to change are the critic who vocally opposes the change, the victim who panics, the bystander who avoids getting involved and the change navigator who is resilient and able to adapt to the new circumstances.



critic



victim



bystander



navigator

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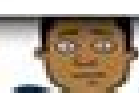
To create change navigators in your organization

keep explaining



where possible, involve your team

minimize uncertainty



# Managing Change Manual

**Robert R. Redfield**



## **Managing Change Manual:**

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