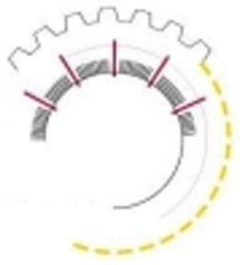


Shifting Gears and Changing Lanes!

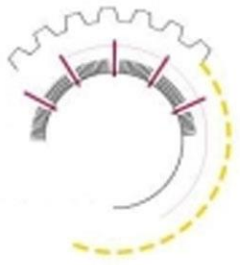
Prepared For





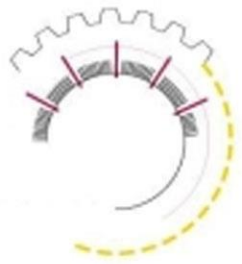
Stated Assumptions

- You know more about asphalt/pavement than me
- I am not completely linear
- This will be an interactive session
- You will get out what you put in
- Pay attention to what resonates
- I have a couple of quiz ?'s at the end



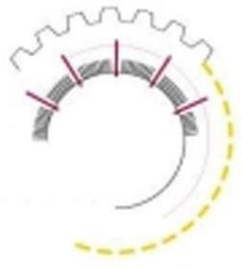
Program Description

- Understand the 4 major reactions to change and how to leverage them
- Understand the 15 roadblocks to change
- Find out how feedback can drive change and innovation
- Discover how to foster productive assumptions



Change!

- **Who:** do we have the most control over?
- **What:** we do does not change, how we do it does.
- **When:** much of it during adversity.
- **Why:** explain the “why”.
- **How:** stay tuned for tips and eliminate roadblocks to change!



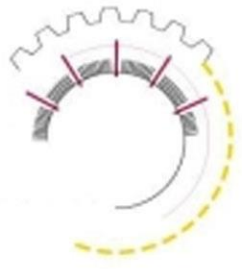
Four Reactions to Change

Nose to the g_____

G_____

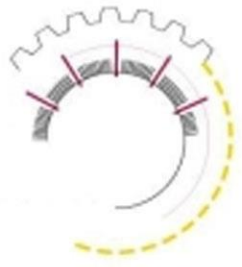
D_____ in h_____

New _____



Nose to the grindstone

- Use a web search engine to find meetings, events, articles and other resources in and for your industry.
- Attend a local or national association meeting in your industry.
- Ask someone you respect for a book they recommend and read it!
- Hire a trainer or speaker on a topic your employees could benefit from.
- Ask a peer who you look up to for suggestions on what areas you could improve in.



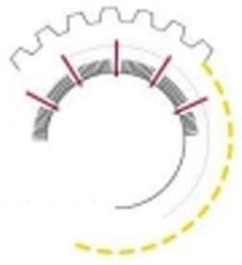
Four Reactions to Change

Nose to the grindstone

G_____

D_____ in h_____

New _____

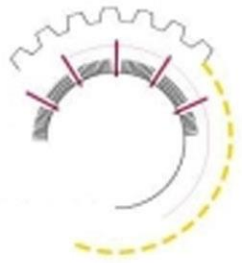


Gossip

“In my opinion”

“I believe”

“I feel”



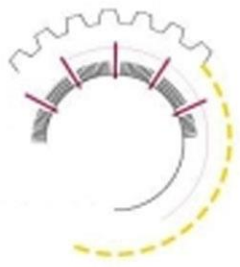
Four Reactions to Change

Nose to the grindstone

Gossip

D_____ in h_____

New _____



Deer in headlights

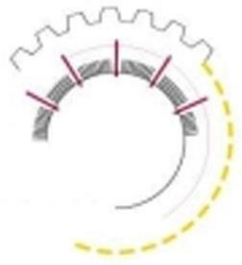
Lee Stoerzinger (www.leestoerzing.com) Daily Fun Plan

Date: _____

- Learn one new topic about my business
- One excellent article for “The Envisionary” (his newsletter)
- Hand out cards, newsletters or write to someone
- Work on one part of the strategic plan
- Set 3 appointments

Priorities for the day:

- | | |
|----|----|
| 1. | 2. |
| 3. | 4. |
| 5. | 6. |
| 7. | 8. |



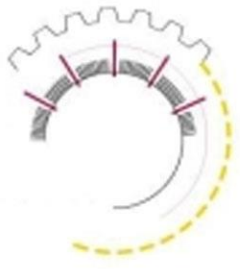
Four Reactions to Change

Nose to the grindstone

Gossip

Deer in headlights

New _____



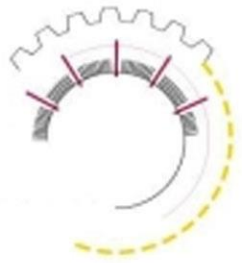
New Job

According to Jake Gibbs of Legacy Frontiers, (www.legacyfrontiers.com) people tend to be unhappy in their job when they are not engaged. There are two questions to ask yourself if you feel disengaged:

- 1) Are you rusted out?
- 2) Are you burned out?

These are two leading causes to disengagement and ultimately decrease satisfaction on the job.

As a rule of thumb, unless the situation is unhealthy, you may want to try to leverage your investment in your current job. Many companies support career webbing or career development within the company. This can also be a great opportunity to rediscover your talents and shoot for that raise you have been looking for.



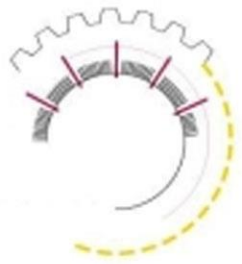
Four Reactions to Change

Nose to the grindstone

Gossip

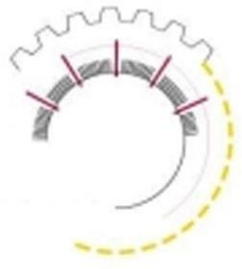
Deer in headlights

New job/opportunity

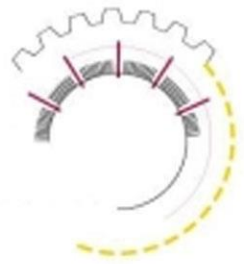


People tend to like change if it is their idea

- Help people change
 - get others involved in the process and it will be their idea.
 - Understand their goals and align those with the changes wanted or occurring.
- Ask questions instead of dictating.
- Control what you can, let go what you cannot.
- Get involved in the change process.



Pro_____ vs Per_____

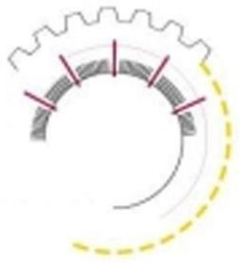


Top 15 Roadblocks to Action/Change

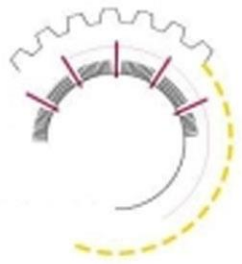
- Basing your progress or action on something or someone outside your control

i.e. I will do _____ when _____ happens

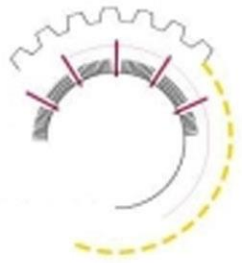
- Lack of action or action is unaltered
- Your commitment level
- Others don't want you to change!
 "We are all just actors in other people's play."
- Lack of clarity about where you are going



- New patterns can disrupt the foundations upon which we have built our lives
- We sabotage ourselves. We know action is needed and wait until it is too late
- Other people's opinion (rejection)
- Never done it before (fear of unknown or failure)
- It has been tried before
- We will be expected to maintain a new level of operating
- We get paralyzed and procrastinate

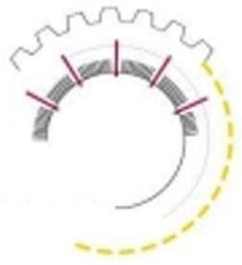


- Laziness
- Blaming other people or “the system” for making you change
- Not knowing “**how**”, what resources can you use? What systems might you use? - Dr Paul Swanson
- Have not found a good enough reason yet!



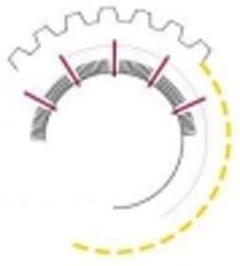
Quiz #1

- Fill in the proper phrase to complete the following sentence.
- “Nose to the grindstone folks naturally tend to respond to change or challenges by _____?”
 1. Making self right by making others wrong
 2. Sharing their struggle and get suggestions from others
 3. Getting busy and do what they normally do
 4. Looking up options on the internet



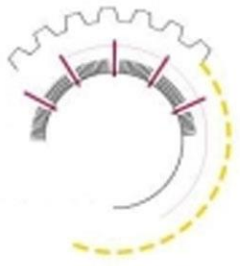
Quiz #2

- Fill in the proper phrase to complete the following sentence.
- “Gossip folks naturally tend to respond to change or challenges by _____?”
 1. Making self right by making others wrong
 2. Sharing their struggle and get suggestions from others
 3. Getting busy and do what they normally do
 4. Looking up options on the internet



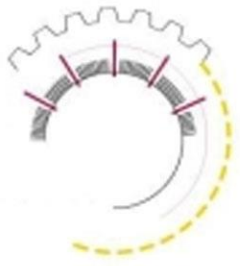
Quiz #3

- Fill in the proper phrase to complete the following sentence.
- “Deer in headlights folks naturally tend to respond to change or challenges by _____?”
 1. Making self right by making others wrong
 2. Sharing their struggle and get suggestions from others
 3. Getting busy and do what they normally do
 4. Looking up options on the internet



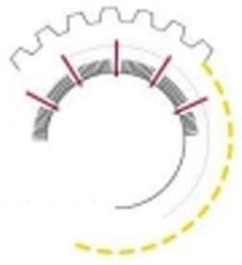
Quiz #4

- Fill in the proper phrase to complete the following sentence.
- “New job folks naturally tend to respond to change or challenges by _____?”
 1. Making self right by making others wrong
 2. Sharing their struggle and get suggestions from others
 3. Getting busy and do what they normally do
 4. Disengaging from their job



Test question #1

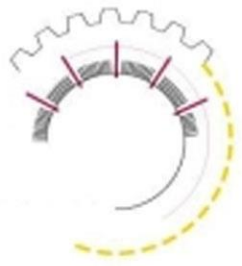
- Fill in the proper word to complete the following sentence.
- “You have the most control over _____.”
 1. Your subordinates
 2. Vendors you work with
 3. Leadership
 4. Yourself



Test question #2

- The phrase “in my opinion” applies to which reaction style to change.
 - Nose to the grindstone
 - Gossip
 - Deer in headlights
 - New opportunity

Answer: Gossip



Test question #3

- Which of the following is **not** a roadblock to change?
 - Other people don't want you to change
 - You don't possess the skill to change in a specific area
 - Other people's opinion
 - Blaming the "system" for making you change
 - Expectations to maintain the new level of operating
 - None of the above