

# **I Didn't Sign Up For This!**

## **Dealing With Constant Change**

Presenter: Mike Collins

**“Nothing endures but change.”**  
**Heraclitus, Greek philosopher (540-480 B.C.)**

OPEN: Here it comes again...RCS...Repetitive Change Syndrome:

- Initiative Overload...\_\_\_\_\_
- Change-related Chaos....\_\_\_\_\_
- Employee Burn-out....\_\_\_\_\_

### **YOU ALREADY KNOW MOST OF WHAT YOU NEED TO KNOW**

#### 1. The Basics

- Do You Believe Life Is a \_\_\_\_\_ Or An \_\_\_\_\_?
- Stop Focusing on \_\_\_\_\_; Start Focusing on \_\_\_\_\_
- Find Your Own Way; All Change is \_\_\_\_\_

#### 2. What Is Your Change \_\_\_\_\_?

+ \_\_\_\_\_  
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### 3. Why Do We Resist Change?

- Homeostasis....Nature: We Want Things to Stay the Same

### 4. Stress Created By Change

- The 3 A's
- The Importance of \_\_\_\_\_.
- $A \times B = C$
- **Activating Events X Belief = Consequences**
  - The \_\_\_\_\_: 3 Seconds

### 5. It's All About "The Dip"

- You've Got To \_\_\_\_\_ Into the Dip

### 6. See It, \_\_\_\_\_ It, Change It

- \_\_\_\_\_ Our Lives

## HOW TO DO IT!

### 7. Here's How To Do It: No Kidding!

- Keep Focusing On \_\_\_\_\_
- Change is External, \_\_\_\_\_ Are Internal

### 8. What Do We All Want to Know?

- What Is the \_\_\_\_\_?
- What Have We Been Doing \_\_\_\_\_?
- What Needs Changing and What are the \_\_\_\_\_ If We Don't?
- If We Do Change What Are the \_\_\_\_\_?
- What Does "\_\_\_\_\_" Look Like?
- What Are the \_\_\_\_\_?
- What's the \_\_\_\_\_?

### BONUS: John Kotter's 8 Steps for Corporate Change

- Create Urgency
- Form a Powerful Coalition
- Create a Vision for
- Communicate Your Vision
- Remove Obstacles
- Create Short-term Wins
- Build On the Change
- Anchor Changes in Corporate Culture

### 9. The RESOURCES:

- Time, Energy, Ego, \$\$\$\$, \_\_\_\_\_

### 10. The 15% Horror Story

- The Bugs Bunny Solution

### 11. Stuff: Disorganization and Losing Two Weeks a Year

### 12. A Dynamite Dozen Change Management Tips

- Accept \_\_\_\_\_
- Lean Into \_\_\_\_\_
- If At All Possible, \_\_\_\_\_
- Be \_\_\_\_\_
- Don't Hold Worries Inside, But Don't \_\_\_\_\_
- \_\_\_\_\_ Off the Stress
- Get Enough \_\_\_\_\_
- Avoid \_\_\_\_\_
- Stay Organized: \_\_\_\_\_ and \_\_\_\_\_
- Don't Forget Your Most Important \_\_\_\_\_
- Do Something for Others: Be a \_\_\_\_\_
- Be the Captain of Your \_\_\_\_\_ (Invictus)

## Mike Collins

Mike Collins is the president of The Perfect Workday Company. He presents over 100 programs a year for organizations such as IBM, American Express, Pepsi-Cola and The John F. Kennedy Special Warfare School and Center at Ft. Bragg. He is a member of the adjunct faculty of the nationally-ranked Executive Masters Program at the University of North Carolina at Chapel Hill's Gillings School of Global Public Health. Mike's programs are consistently rated "Excellent."

Mike is the producer of the video, *Care for the Caregiver*. The video offers tips, tactics and strategies to family caregivers about how they can take care of themselves while caring for others. *Care for the Caregiver* won the national Caregiver Friendly Award from *Today's Caregiver* magazine. If you are a family caregiver go to [crazycaregiver.com](http://crazycaregiver.com) .

Mike has been profiled and quoted in a variety of regional and national media such as *Fortune Magazine*; on *Entrepreneur.com* and *CBS.com*.

Mike Collins' ebooks available on [amazon.com](http://amazon.com)

- *The Perfect Workday Book*
- *Heartbreak Top 10: How to Heal Your Heart and Put a Hex On Your Ex*
- *The Best Small Business to Start Right Now!*
- *Final Grade: A Carolina Mystery* (novel)