



EXPERTS AT DEVELOPING CORPORATE LEADERSHIP TALENT

## LEADERSHIP COACHING NEWSLETTER

### This Month's Topic: **To Change or Not to Change**

For the holidays this year, my husband bought me a docking station for my laptop (no wise cracks, I really wanted one). I had been thinking of migrating my desktop PC to my laptop for some time, so that when I am on the road, I would have all my files with me versus two separate computers with files on one, but not the other. The idea seemed like a solid one, but I could not seem to get up the courage to actually make the move. The more people I talked to who had done this migration before had horror stories to tell regarding their experience. The common complaint was not all their files or settings actually migrated over, and it ended up being more of a pain and way too many months to reconstruct the environment they had before than the effort was worth. The more I thought about it, the more afraid I became of the change and finally made a decision not to decide. Though certain the end result would likely be much better than my current state, I just didn't have the guts to go through the agony of the transition.

Right as I was going through this "should I just bite the bullet and do it, or shouldn't I," I met with a prospective client whose organization was transitioning to a new line of business, a bit outside their traditional core business. As the Director of Human Resources described the new business strategy, I was struck with just how brilliant, creative and forward thinking it was. Even though the organization was very excited about the future this new line of business would bring, the Human Resources Director was concerned with just how many employees were having difficulty with the change of direction the company was taking. She said the fear and uncertainty around transition of individual jobs, roles, and day to day work was so daunting, some employees were either frozen and not taking any action, or hoping the organization would come to its senses and go back to the traditional way of doing business. The uncertainty of what lie ahead outweighed the exciting profitable new line of business that would, without doubt, make this company a market leader.

So, how do we deal with change? How do we help the people in our organizations deal with change? Can we really help people deal with change at all, since it seems to be a prevalent human condition?

One solution, as in the case of my laptop is to wait until the decision is made for you by some outside force. In my case, last weekend after agonizing about this decision for four months, my desktop crashed. Not a pretty picture. My preferred approach in retrospect would have been to seek technical help to help me make the transition since I knew it was the right thing to do.... someone to guide me, help me do some of the work; teach me what I needed to know, etc.

I wonder if all we need to make big changes in life, or at work, is someone to help us, and a bit of time to get use to the idea?

I am surprised at how much I love having my laptop as my desktop. I should have done this years ago; it was less of a pain than I had imagined. And it definitely helped that I had PC data recovery back up, so that when my PC crashed, I just loaded everything up onto the laptop. All that wasted time worrying.

What we imagine is not necessarily reality. [Click here](#) to see a demonstration that illustrates this point

beautifully.

## Recommendations

Recommended reading: *“Leading Change”*, by John Kotter and *“Train Your Mind, Change Your Brain: How New Science Reveals Our Extraordinary Potential to Transform Ourselves”* by Sharon Begley

Recommended Corporate Leadership University training courses: [Click here](#). Conducted by Vision Quest Consulting at your location of choice. Call or email us for more information. 978-692-4454, [wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com)

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