

180 WAYS TO
**EFFECTIVELY
DEAL WITH
CHANGE**

GET OVER IT! GET WITH IT! GET TO IT!

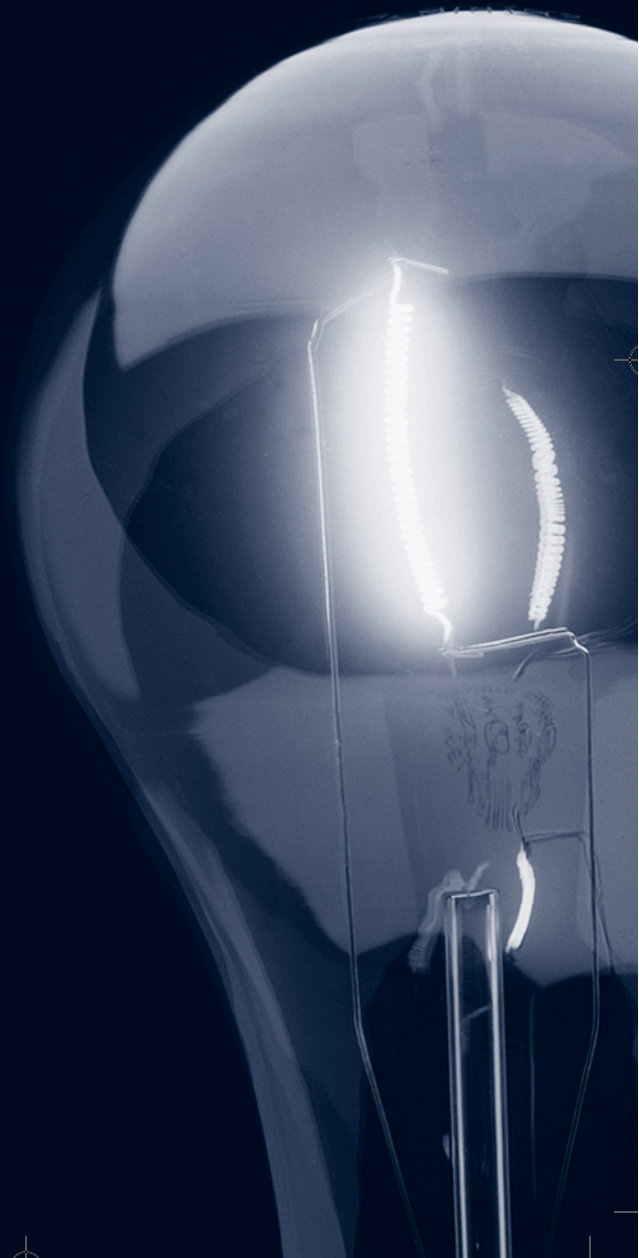
Laurie Calzada

Foreword by Eric Harvey

A  Resource

*Change your thinking and
Change your life.*

- John C. Maxwell



FOREWORD

Occasionally, you read something that hits home and makes you think, “Wow! That really resonates...it’s relevant and important!” Reading this handbook was one of those times for me.

Well before I got to the last page of *180 Ways to Effectively Deal With Change*, I knew that Laurie Calzada had hit a home run. Her insights into real-world organizational issues – as well as her candor and practicality in dealing with people – are reflected throughout this timely work about a truly timeless subject.

In today’s workplace, because we’re often so busy just holding our own (and holding *on* to the status quo), we miss far too many opportunities to step “out of the box” – to see how we can improve things, help others navigate through changing times, and take the lead on advancing forward to a better tomorrow. Those opportunities need to be seized rather than squandered. And that’s what this book is all about.

Two facts are undeniable: (1) Change is the key to survival and success, and (2) Change isn’t going away. And regardless of whether you are an individual contributor or hold a leadership position, this handbook will help you effectively deal with *both* of those realities.

ERIC HARVEY
President and Founder
The WALK THE TALK[®] Company

180 Ways to
Effectively
Deal With Change

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Laurie Calzada

DEDICATED TO

Angeles and Austin...the biggest change in my entire life!
You help me strive every day to be a better mother and a better person.

THANK YOU TO

my wonderful staff at Sharp Approach and Dynamic Approach for
challenging and encouraging me to make the necessary changes
to cultivate growth within our lives and organizations.

And a very special thank you to

Steve Ventura and Michelle Sedas

for your encouragement, insight, and expertise to
make this become a reality and a success.



Helping organizations achieve success through Ethical
Leadership and Values-Based Business Practices
www.walkthetalk.com

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INTRODUCTION

Like it or not, life has become a whirlwind of change. Our society moves at a pace that far exceeds any other time in history...

*constantly changing...
constantly moving...
constantly growing...
constantly progressing.*

Change is a reality in today's workplace. It can be a very POSITIVE thing when it is implemented effectively, efficiently, and with encouragement. Unfortunately, that doesn't happen as often as it could...or should. As a result,

we're often left with "a bad taste in our mouths" when required to do things differently. But regardless of how change is implemented – regardless of how we feel about it – change is not changing. It's here to stay.

*If you change the way
you look at things, the
things you look at
change.*

- Wayne Dyer

So, we all need to deal with it...we all need to **GET OVER IT!** Instead of lamenting,

each of us needs to look at all the *positive* things around us that are changing and evolving.

Fact is, change is the key ingredient for organizational survival and individual success, so we all need to **GET WITH IT!** If an organization and its people are not willing to change *how* they do things, *when* they do them, and *who* does them, then their chances of survival are slim. Remember that today is not the same as yesterday, and tomorrow will be different than today.

Because we're human (i.e. "creatures of habit"), we ALL tend to resist change at various times and in various degrees. And that is something we must learn to overcome. This book will help you do just that. In the pages that follow, you'll find tips and techniques for managing the challenges of change in your professional and personal lives...regardless of whether you are the receiver or the instigator of change. So, **GET TO IT!**

In the first two parts of this book, you will find useful ideas for dealing with changes that impact you directly. In part three, those who must inspire others and lead them through the impacts of change will find specific strategies for increasing its acceptance and techniques for implementing it more effectively.

Regardless of whether you like it or not, remember that the ship is still going to leave the dock – with you or without you.

**So, let's look at how to make sure that you
are on board...**

