

Leading Change... “No Theory, No Learning”

Rick brings a unique and thought provoking look at the subject of organizational and individual change. His experience of working with many companies in their change efforts gives him a very practical and insightful approach. He is challenging, stimulating, and humorous as he addresses audiences on this very important subject matter. He challenges people to go way beyond the superficial alterations to policies and procedures that become part of the cycle of “reinventing the wheel” in companies. He asks his audience to think about how to create real, long lasting changes that directly address relevant business issues.

- Real Change
 - Beyond incremental improvement... only getting a little better at what we are doing today may not be a viable business answer
 - Align the system... people can't change when the “white corpuscles” of the system constantly fight back to retain the status quo

- No Theory, No Learning
 - Condemned to create different versions of past practices?
 - Faulty assumptions = faulty practices
 - Challenging sacred beliefs
 - Reflection and inquiry at a deeper level
 - Reassessing the system... making it worth their while to change

- Changing the Culture
 - What is the culture?
 - Changing the “stories”
 - Taking action... a creator or victim of the culture?