



True North

Protecting jobs in America by helping companies stay competitive!

Today's Quote

"Leadership is practiced not so much in words as in attitude and in action "

-- Harold S. Geneen

Dear Client,

To have a successful Lean transformation, you must ensure that support starts at the top of the organization. Change is disturbing for people at all levels of an organization. Employees will turn to the leadership team for strength, support, and direction. The leaders themselves must embrace the new approaches before the rest of the organization in order to challenge and motivate. More importantly, the leadership team must model the desired behaviors. It is clear, leadership teams that work well together are best positioned for success.

Leading Change

Before leading change, it is important to understand that all change occurs through a process. It doesn't happen overnight. There is a big difference between the change itself and the transition needed to get to the change.

CHANGE is the difference between the way things are done today and the way they will be done in the future - technically, organizationally, and personally.



TRANSITION is the emotional process through which the change is achieved - most importantly, the personal process through which people come to understand and accept the new ways of working.

The most common reasons for a Lean implementation failure is directly related to the employees response to a change.

Change Management Lifecycle

Understanding the Present: Our "current state" analysis provides the baseline to understand the magnitude of change when compared to the new future state. This analysis, along with an understanding of your culture, guides the level and type of change management activity that will be required.

Defining the Future: The planned "future state" creates a clear a picture of what's to come; helping people not only understand the change but, also attracting them to it. It is important that the future state vision is constructed and communicated in a way that fosters acceptance and ownership.

FREE



Visit us on-line for a free lean assessment!



Managing the Transition: By defining a compelling business case that sustains enthusiasm and effort, designing processes and structures that 'make sense', leading through consistent and proactive communications, facilitating teamwork, and delivering quality training, we can ensure a successful change implementation.

Exceeda is a Certified
Woman Business
Enterprise (WBE)

How Exceeda Can Help

Exceeda has both the "SKILL" and the "WILL" to make change successful. We understand that in order for a Lean transformation to be successful, people will need to work differently and as they practice these new skills, mistakes are likely to occur. This cycle of trial, error, adjustment and retrial is know as the "learning process" and we are great at bringing employees through this difficult process. Exceeda can work with your workforce to eliminate barriers and minimize resistance so genuine acceptance and ownership can be achieved in the new Lean environment. Contact us today to learn more!

Contact Us Today!

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