

January 2019



## What Mary Poppins Teaches Us About Change

Have you noticed the latest trends drawing in the crowds at the movie theaters? Remakes of hits like "A Star is Born" "The Incredibles" and "Mary Poppins". And with 2019 promising more - "Dumbo" "The Lion King" "Captain Marvel" "The Avengers" and yet another "Toy Story".

As I watched "Miss Mary" floating above the skies in song on the big screen and finding myself (and many others of the adult persuasion) grinning from ear to ear, a thought occurred to me.

We are a people hungry to get back to our roots. We remember times when our world didn't feel so crazed, complex and out of control. We long for simpler times and for the innocence of our youths.

We are looking to bring the best of our past into our present. And take into the future with us. These are things that ground us and remind us of who we are.

Too often when implementing change in our organizations, a lot of the "good stuff" gets dismissed as "old thinking". If someone says "I remember when....", it can be seen as resistance or people refusing to "get on board".

Could it be that employees just want to bring the best from the past into the future with them? Maybe it's not all "out with the old, in with the new"!

As change leaders, you can't stop the demands of change in order to keep up. But you can be intentional about listening for the "good ole days" comments and ask "what about the good ole' days might be worth keeping around?"

That would be a [supercalifragilisticexpialidocious](#) leadership move! Thanks Mary!

To Happy New Year beginnings with elements of the past...

Tricia

### Featured Guest on CEO Chat

In December, we were honored to join Al Cini and Joe Asumendi of CEO Chat to discuss Change Management concepts.

Key highlights include how change



"magic" happens and how to shorten change buy-in timelines by leveraging the wisdom of those moving through the change to co-create the change strategies.

**Association of Change Management Professionals  
Conference 2019 in Orlando, FLA  
April 28-May 1, 2019**

**Keynote Speakers: Seth Godin & Susan Scott ("Fierce Conversations")**

Attend one of the industry's most prominent events and meet colleagues from around the world who are focused on spearheading change.



[INFO HERE](#)

**CHANGE BIT!** Pay attention to the "Resistors!" They often have very valuable insights that can prevent you from going down the wrong path.

View resistance as a resource ....  
it could save you lots of wasted time and effort!



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"All we do is Change!"

