

.... something exciting is coming your way...
watch for details soon!



April 2019

Meaningful Changes Begin With a Question

I've always been a curious person.

It's part of my DNA....the way God made me. I was that child that constantly asked "but why Dad...why?"

I'm one of "those people". Those who aren't content to sit back and accept it just because "it's always been done that way". Questions keep me growing. Learning. Changing.

I want to explore. Learn. Unpack and uncover. Make the invisible visible. Call out. Bring to the surface. I did it as a child and I'm doing it now with my clients as a change practitioner.

Questions ignite new thinking. Open doors to new understandings. Start relationships. Strengthen families. Challenge assumptions. Shift mindsets. Catapult organizations.

In their HBR article, [The Surprising Power of Questions](#), Brooks and John write: "Questioning is a uniquely powerful tool for unlocking value in organizations...It spurs learning and the exchange of ideas, it fuels innovation and performance improvement, it builds rapport and trust among team members. And it can mitigate business risk by uncovering unforeseen pitfalls and hazards."

During times of change, questions can be perceived as "resistance" when they are really rooted in an authentic desire to learn and make sure the best is reached.

So when clients ask me "how do we deal with resistance?", how do you think I respond? **Hint:** think "?" You got it! I ask questions such as....

"What are the questions being asked?" "What do you think is at the root of the question?" "Are the questions bringing to light a potential risk you're blind to?" "Is it possible the questions can help facilitate your change in some way?"

Sure....legitimate resistance does occur during change. And there are ways to proactively plan to address it. But don't be too quick to judge those questions negatively....look behind the "curtain" and you might discover that thing of value you need.

ANOTHER FREE GIFT FOR YOU!
OUR "MANAGING RESISTANCE" WORKSHEET!

...A step by step list of things to consider to proactively manage resistance...

I NEED THAT!

Speaking of questions....I have one especially for you!

"What would you like to know about developing and implementing change management strategies?"

Almost weekly, I'm either having a discussion about implementing change or getting lots of questions about it. Example FAQ's:

- Why is change so hard for people?
- What qualifications does a great change management practitioner need to have?
- How do you get sponsors to take more ownership for the changes we're implementing?
- How do you put together a communication plan?
- Do you follow a specific change management model?

And the list goes on. And I love it because I'm ridiculously passionate about helping clients reach their hoped for results through effective change management.

So I'm looking to put together an extremely useful list of Q & A's to send to you at **TOTALLY NO COST!**

And I want to hear from you!

Send me your questions ASAP to tsteege@transformstrat.com and then watch your email for the list!

And for just one more piece of news....

For many months, we've been hard at work planning some really BIG stuff for you.....

...but it's not time to let the cat out of the bag just yet...

So stay tuned !!!

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"All We Do is Change!"



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