

THE ESSENTIAL COMPONENTS OF SUCCESSFUL CHANGE

HOW TO ENSURE THE REQUIRED COMPONENTS ARE PRESENT TO FACILITATE SUCCESSFUL CHANGE

Written by Larry Fehd, CEO & Founder, Human Performance Strategies : www.hp-strategies.com

CEOs, executive teams and business owners navigate constant change. The question is to what degree can top leaders influence change and what is the most effective strategy, process and sequence to achieve and sustain a desired change?

Our work often involves helping clients to achieve and sustain some form of desired change. We use proven methods that are custom-tailored to the client needs and situation. One-size-fits-all rarely facilitates any enduring change. This is where our expertise and experience makes the difference and ensures that successful change is achieved and sustained.

Three components are required to achieve and sustain any successful change: opportunity, motivation and ability. These components apply to employee, team and organizational change.

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Opportunity is a set of circumstances that make it possible to do something. In this context it has two dimensions:.

Environmental: An environment that is free of any significant barriers or constraints that may interfere with or hinder optimal performance at the individual, team or organizational level.

Individual: An individual is free of any significant barriers or constraints that may interfere with or hinder optimal performance.



Motivation is an external force or reason or reasons that an individual, team or organization has for acting or behaving in a particular way; a general desire or willingness of an individual or group to do something.

Conversely, inspiration is an internal force that is prompted by some external influence.

Ability is the possession of the means or skills for an individual, team or organization to achieve something (e.g., talent, skills, or proficiency in a particular area).

O + M + A = The Essential Components of Successful Change

These components apply to individual, team and organizational change initiatives. What makes these components so powerful is the combination of the three. Each component must be present in order for change to occur and be sustained. The O + M + A Model is easy to use and serves as a practical and pragmatic approach to facilitating virtually any type of change. The model aligns with the HPS Performance Optimization Model™ attributes: simple, substantive and sustainable.

FRAGMENTED CHANGE INITIATIVES ARE PRONE TO FAILURE



Opportunity ONLY equates to
POSSIBILITY



Motivation ONLY equates to
GOOD INTENTIONS

Ability ONLY equates to
LOST POTENTIAL



Tips & Practical Applications:

- Many barriers to change reside in the environmental realm. Be sure to eliminate or mitigate these barriers to facilitate and optimize the opportunity for successful change at the individual, team or organization level.
- Motivation is the reason or reasons one has for acting or behaving in a particular way. There is usually some form of incentive or reward to motivate a particular behavior. Motivation usually originates from some external source.
- Ability is possession of the means or skill to do something; talent, skill, or proficiency in a particular area. It is usually the most challenging and influential determinant of any successful change. Unless opportunity, motivation and ability are all present, there is little chance that successful change will be achieved. Confirm that each of these components is present as a basis for the pursuit of any change initiative at the individual, team or organization level.

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