

We Fear Change



Disclaimer

This presentation may contain product features or functionality that are currently under development.

This overview of new technology represents no commitment from VMware to deliver these features in any generally available product.

Features are subject to change, and must not be included in contracts, purchase orders, or sales agreements of any kind.

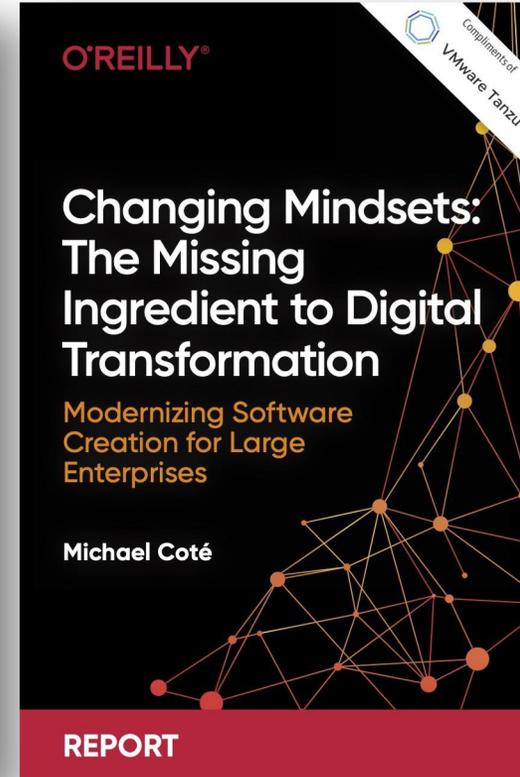
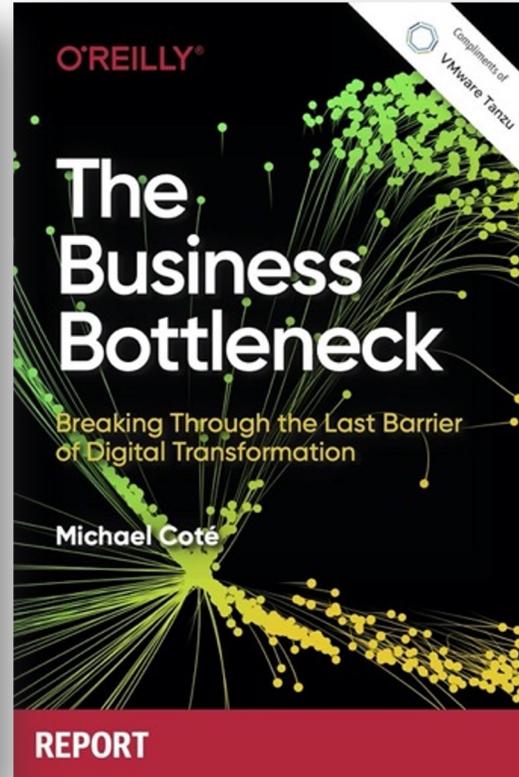
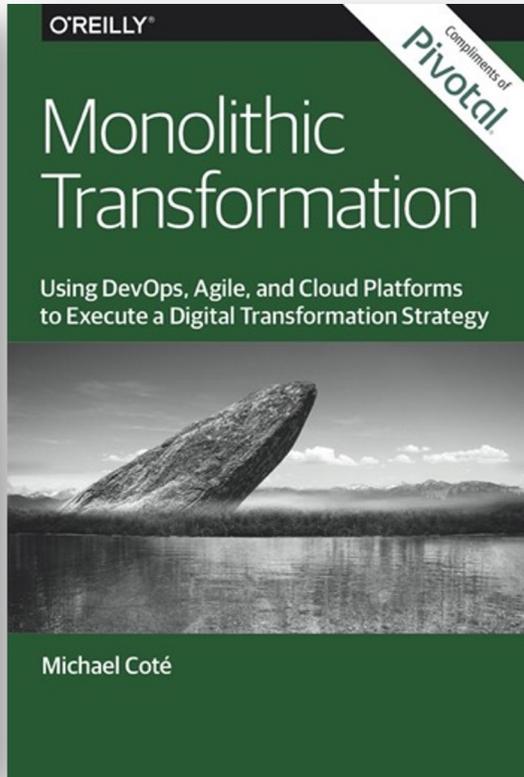
Technical feasibility and market demand will affect final delivery.

Pricing and packaging for any new features/functionality/technology discussed or presented, have not been determined.

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Coté

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Special Guests!
(Potentially)



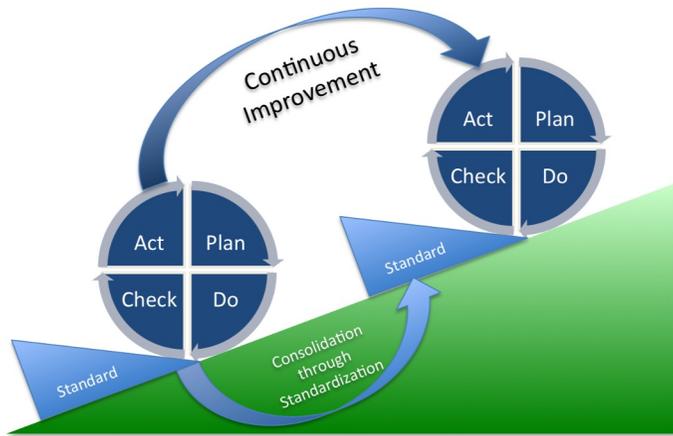
No one wants
to change!





Picture: "Plato's Cave.," Jan Saenredam. Cornelis van Haarlem, 1604, [from Google Arts & Culture](#).





Deming PDCA

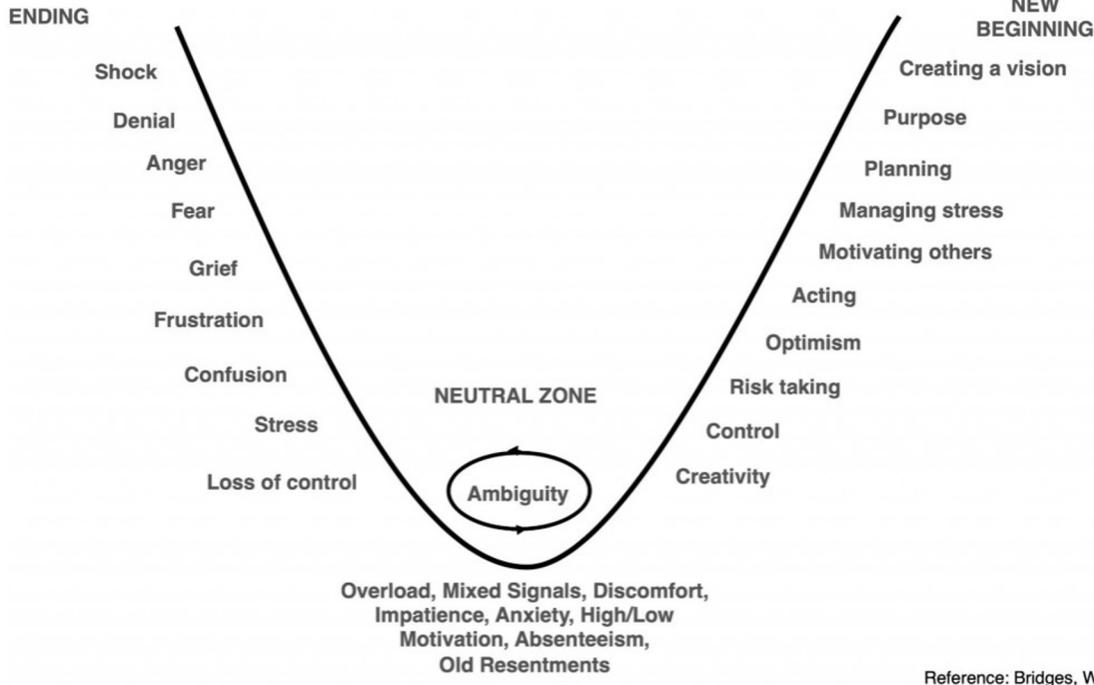


Kotter

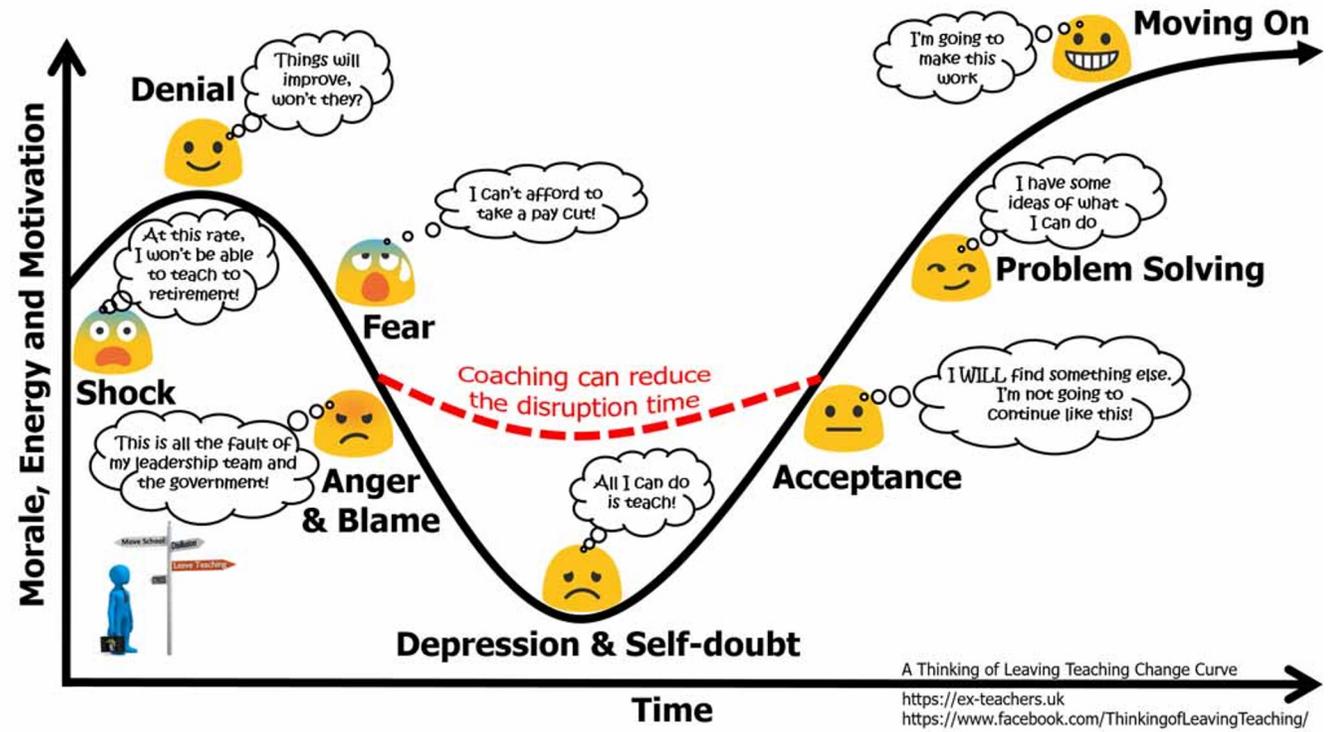
A	AWARENESS OF THE NEED FOR CHANGE
D	DESIRE TO SUPPORT THE CHANGE
K	KNOWLEDGE OF HOW TO CHANGE
A	ABILITY TO DEMONSTRATE SKILLS & BEHAVIORS
R	REINFORCEMENT TO MAKE THE CHANGE STICK

Prosci ADKAR® Model

The Three Phases of Transition



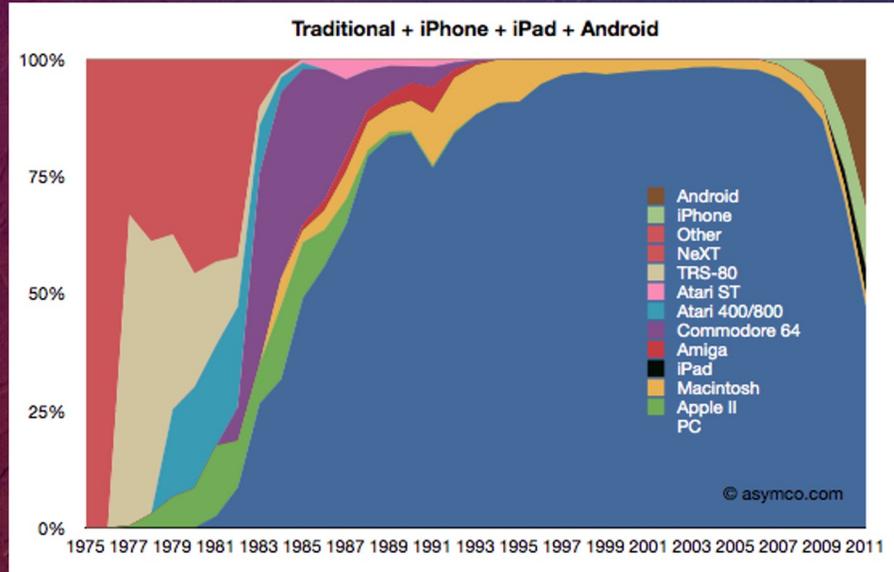
Bridges Transition Model



Kübler-Ross Change Curve



Tech Co.'s



Disruption



Growth 'n' Stuff

Risk with no reward



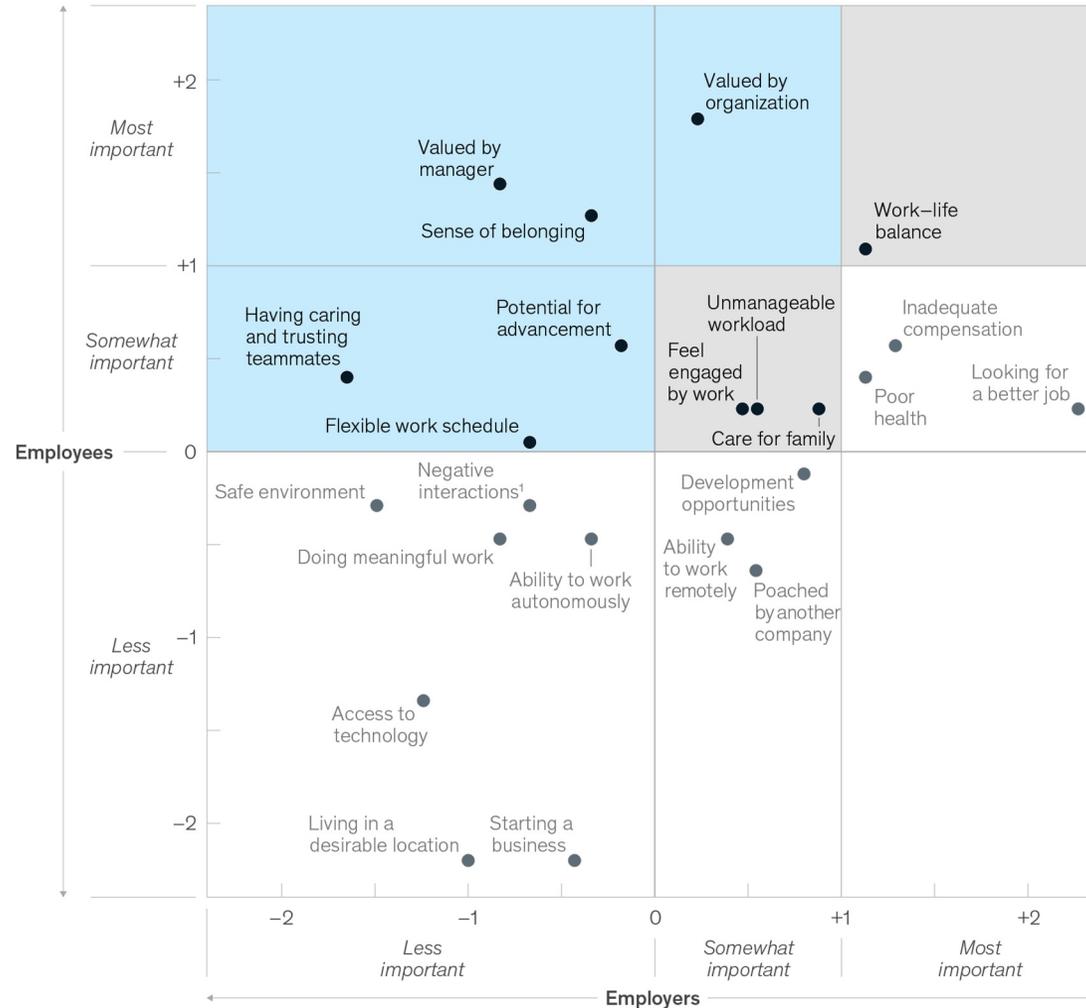
Factors that are important to employees versus what employers think is important

Employer views

► **Employers seem to overlook the relational elements** that are key drivers for why employees are leaving, such as lack of belonging or feeling valued at work.

More important to employees than employers appreciate

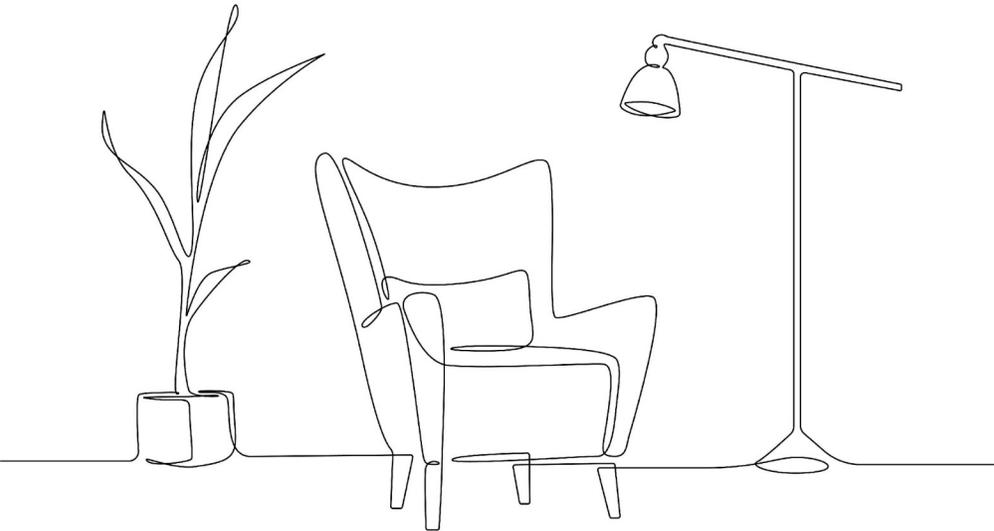
As important to employees as employers think



Note: Standardized scores are reported for both employee and employer perspectives. Employees were asked to respond to the following question: To what extent did the following factors impact your decision to leave your last job? (Not at all, slightly, moderately, very much, extremely); employers were asked to respond to the following question: Why do you think employees are choosing to leave your organization now? (select all that apply)
¹Includes clients, customers, patients, and students.

Fulfillment:

- Learning
- Closer to users
- Path to production
- Good resume padding



Safety:

- No power to change
- Unclear strategy, principals
- Jerks & bullies



Life-style:

- Live to Work vs. Work to Live
- Personal productivity benefit
- Community, OSS involvement

How to draw an Owl.

"A fun and creative guide for beginners"



Fig 1. Draw two circles



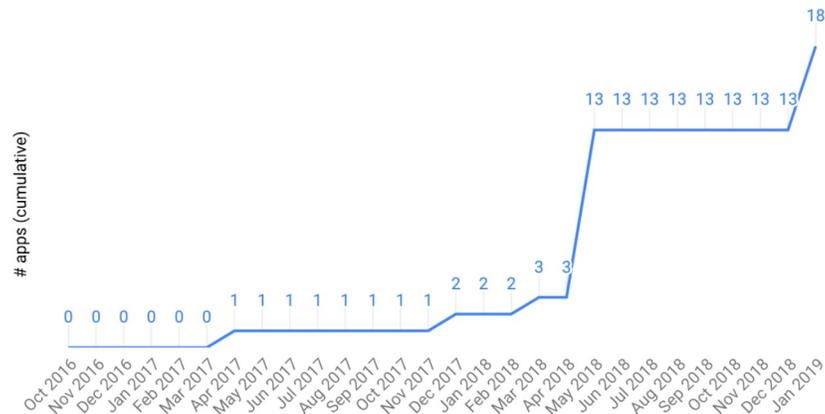
Fig 2. Draw the rest of the damn Owl

Start Small

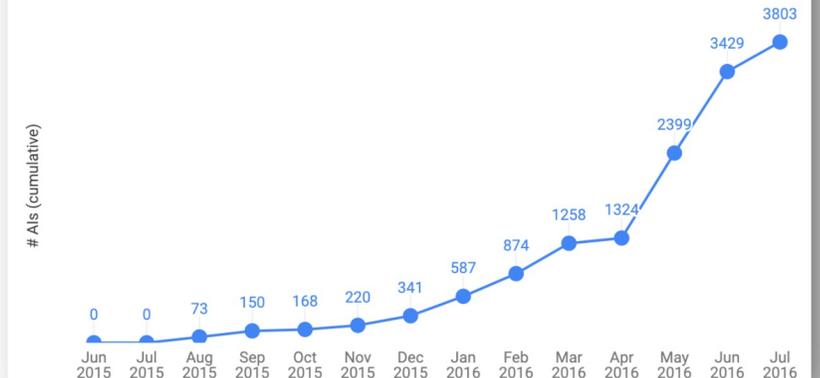
&

Seed

USAF AOC apps released, cumulative

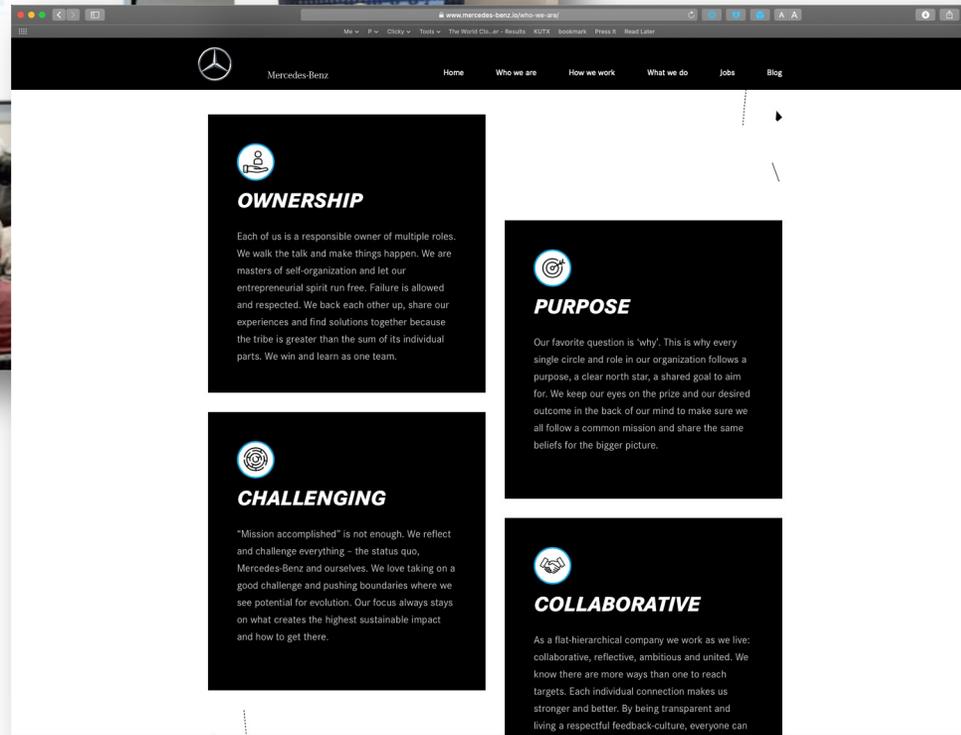


AIs (cumulative)

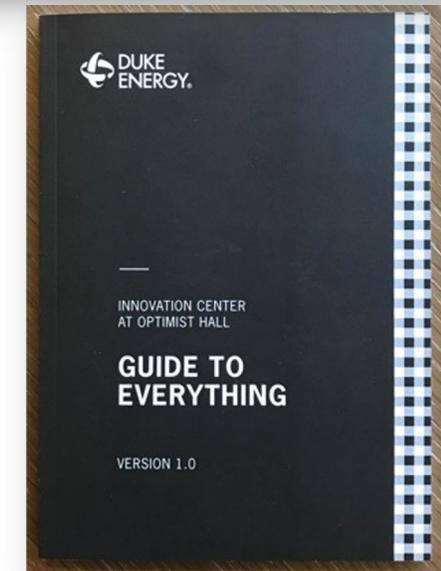


Internal Marketing, Roadshows, Product Managing Culture

Organizational Learning

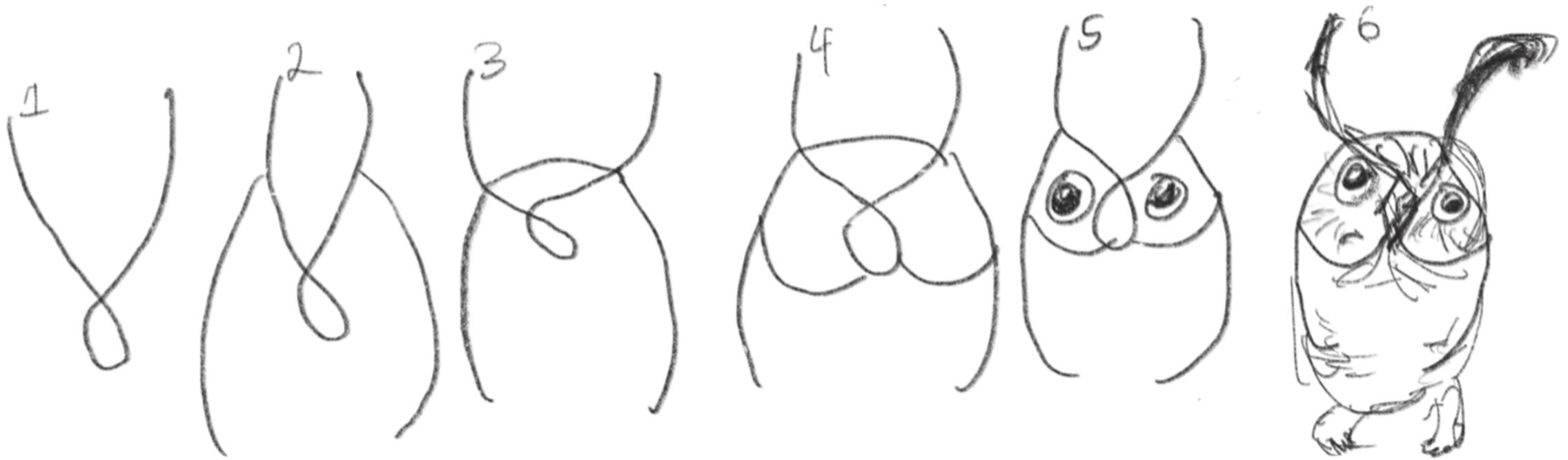


Focus on ways of working.....



Change Yourself!





Thanks!

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