

# Change & Sustainability an Unlikely Partnership!



- A PRESENTATION-
- Lesley Gilbert
- RN, BN,PGD Bus. MBL, FACORN

**“You can't expect to meet the challenges of today with yesterday tools & expect to be in business tomorrow”**

**Unknown Source**



- **Changing culture in health**
- **Change & sustainability**
- **Human side of dealing with change**
- **“ The greater the speed of change the greater the pain!”**
- **Lesley Gilbert**

**“Change is the law of life and those who look only to the past or present are certain to miss the future”**

**John F. Kennedy (1917-1963)**



- Sustainability – environmental destruction
- Medean or Galean
- Change - a definition

“ The only reason for time is so that everything doesn't happen at once”,

Albert Einstein



**EFFECTS & STAGES OF CHANGE**

# Grieving Process 5 Steps



# Transition Process

- **Stage 1** – good-bye
- **Stage 2**-shifting into neutral
- **Stage 3**- moving forward





# Reasons for Resisting Change

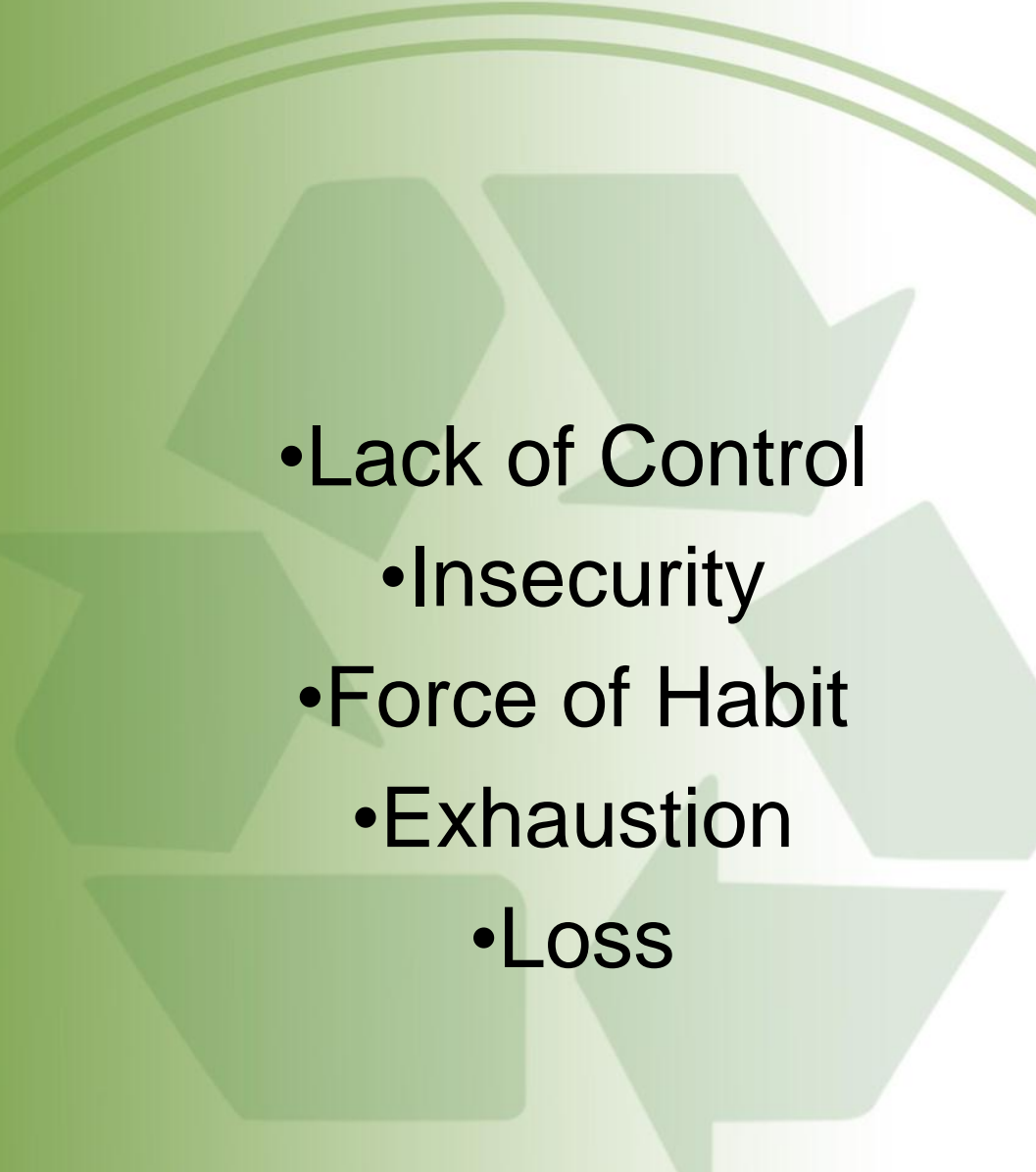


# Factors Determining Reactions to Change

- Predisposition to change
- Personal sense of security
- Prevailing Cultural belief
- Trust and loyalty
- Past experiences
- Who is doing it
- How
- Outcomes expected





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- Lack of Control
    - Insecurity
  - Force of Habit
  - Exhaustion
    - Loss



# Managing Change

- Communication
  - Education
- Participation & Involvement
  - Facilitation & Support
- Negotiation & Rewards
  - Negotiation
  - Cooptation



# Helping People to Overcome Resistance

- Give as much information as possible
- Tell the truth
- Don't argue
- Accept all feelings good and bad
- Guard against self fulfilling prophecy



# Continued

- Let people see you write things down
- Follow up rumours and questions and concerns
- Constant support and communication





“To exist is to change to change  
is to mature , to mature is to  
change oneself endlessly”

Henry Bergson(1859-1941),  
French Philosopher

•Conclusion

# Generational Influence



- Generation Y & Z
  - Generation next
  - “When you are finished changing
    - , you are finished “
    - Benjamin Franklin (1706-1790)  
American President, Scientist & Philosopher
- Thank you for listening





Thank you for listening !

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