

# ORGANIZATIONAL CHANGE ACCORDING TO CATS

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**Resource Sharing Project**

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# Objectives

1. Purrrticipants will be able to describe the features of organizational culture.
2. Purrrticipants will be able to identify components for successful organizational change.
3. Purrrticipants will create an action plan for organizational change.





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# What is your cat personality?



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Look at things from  
new purrrspectives

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# Trauma-Informed Care & Resiliency



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Cats don't  
know we're  
people.



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# What is organizational culture?

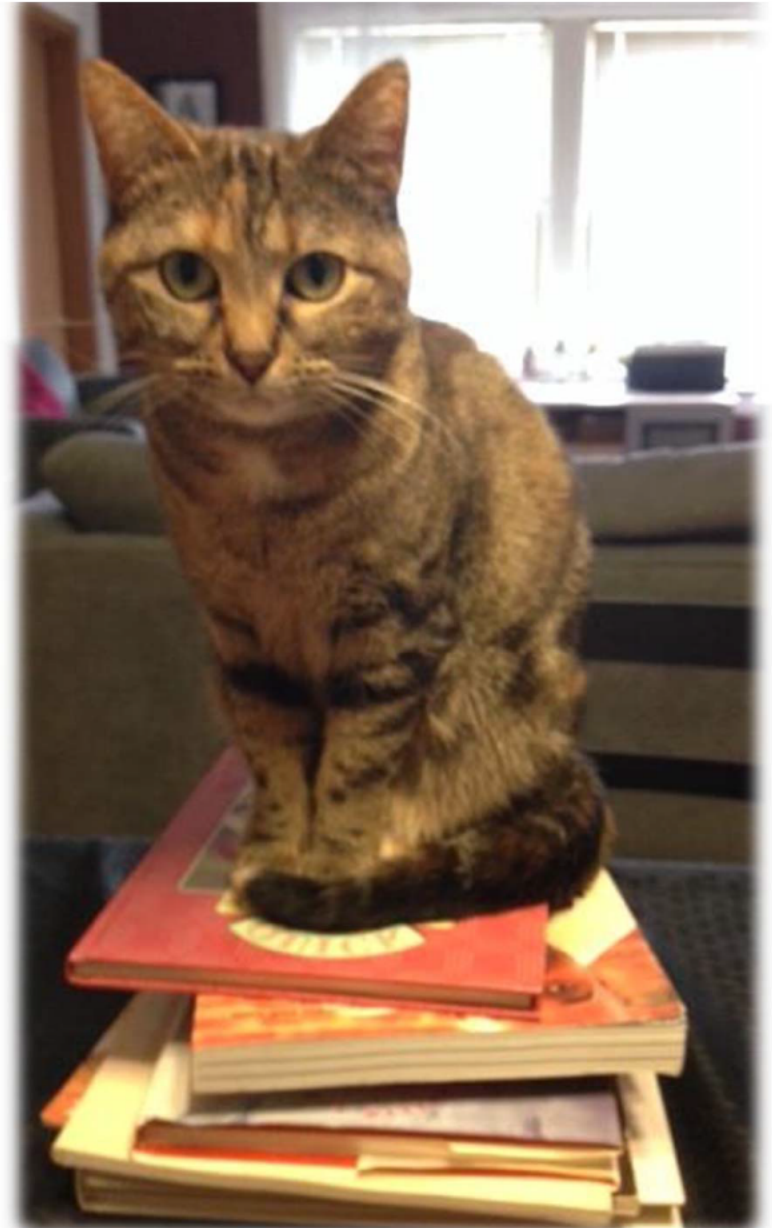


- Culture is made from shared language, customs, artifacts, rites, and celebrations
- Newcomers learn and adopt the prevailing values, beliefs and language of the culture
- What defines your organization's culture?
- What structure(s) drives your organizational culture?

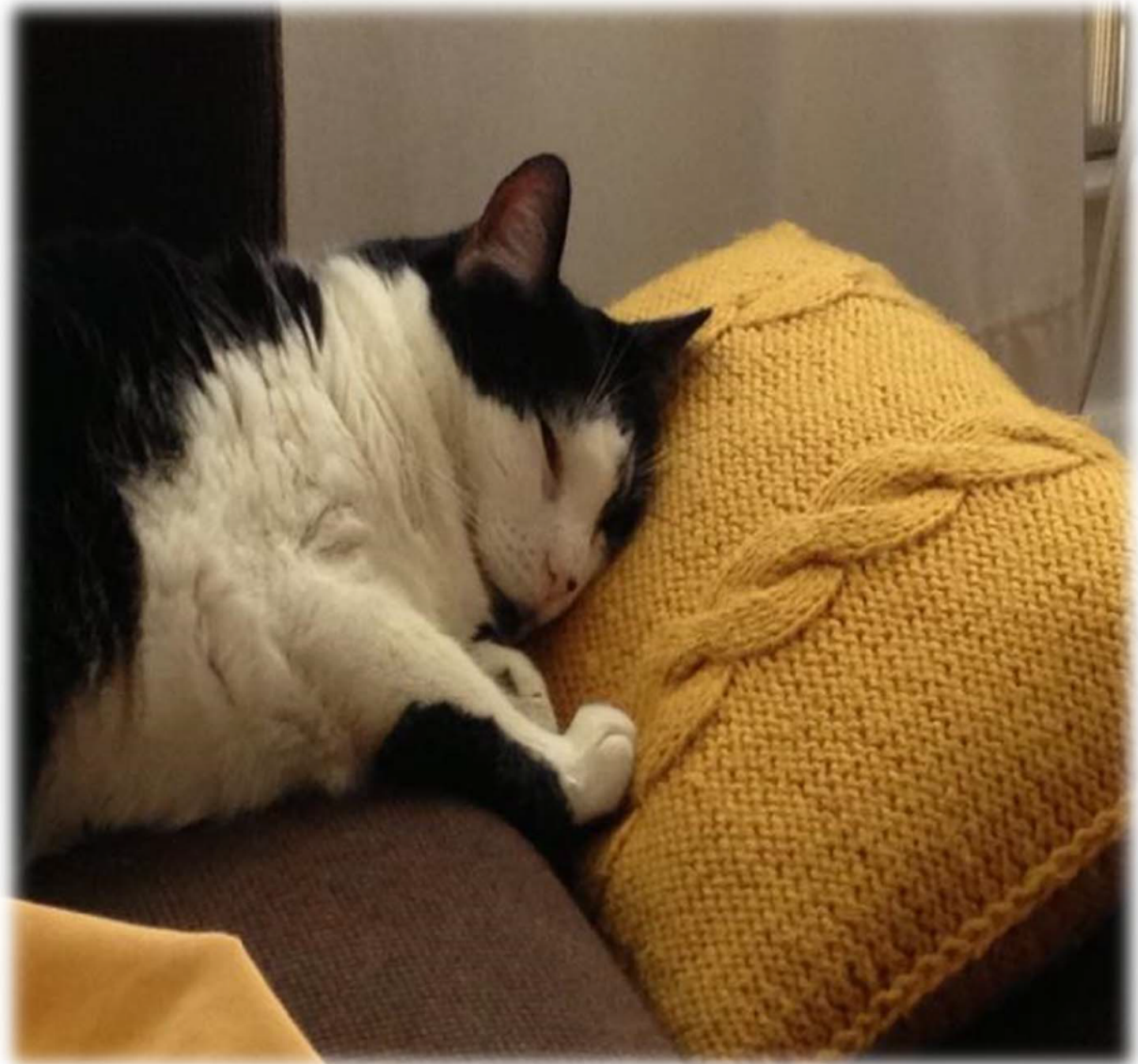


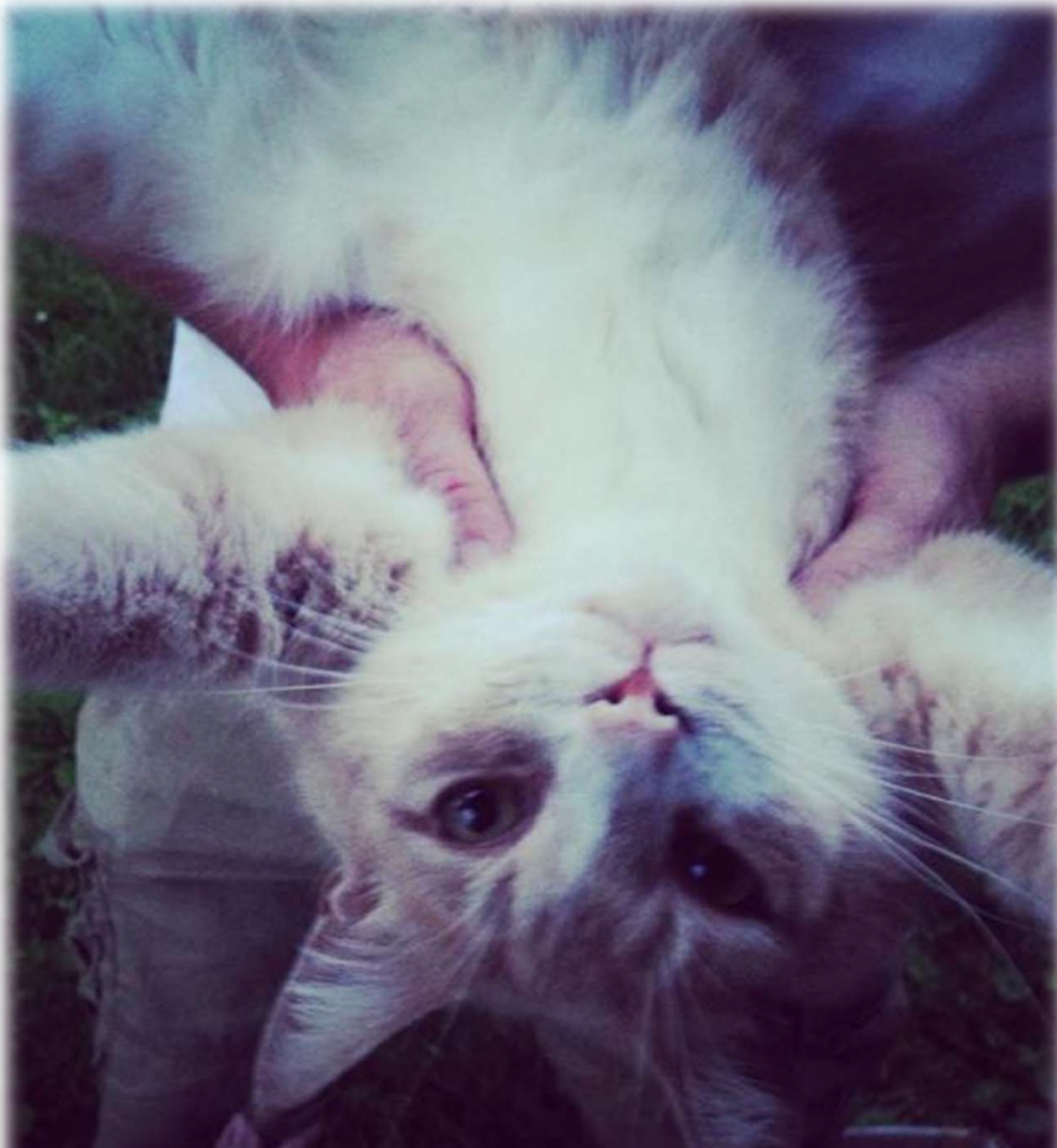
# Culture Change

- Organizational change will only take root if it fits the organizational culture.
- Become a learning organization
- Make space for questions and reflection



What is  
real in  
perception  
is real in  
effect.





**Unexamined  
models can't  
change.**

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# Valuing all visions



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# Readiness for Change



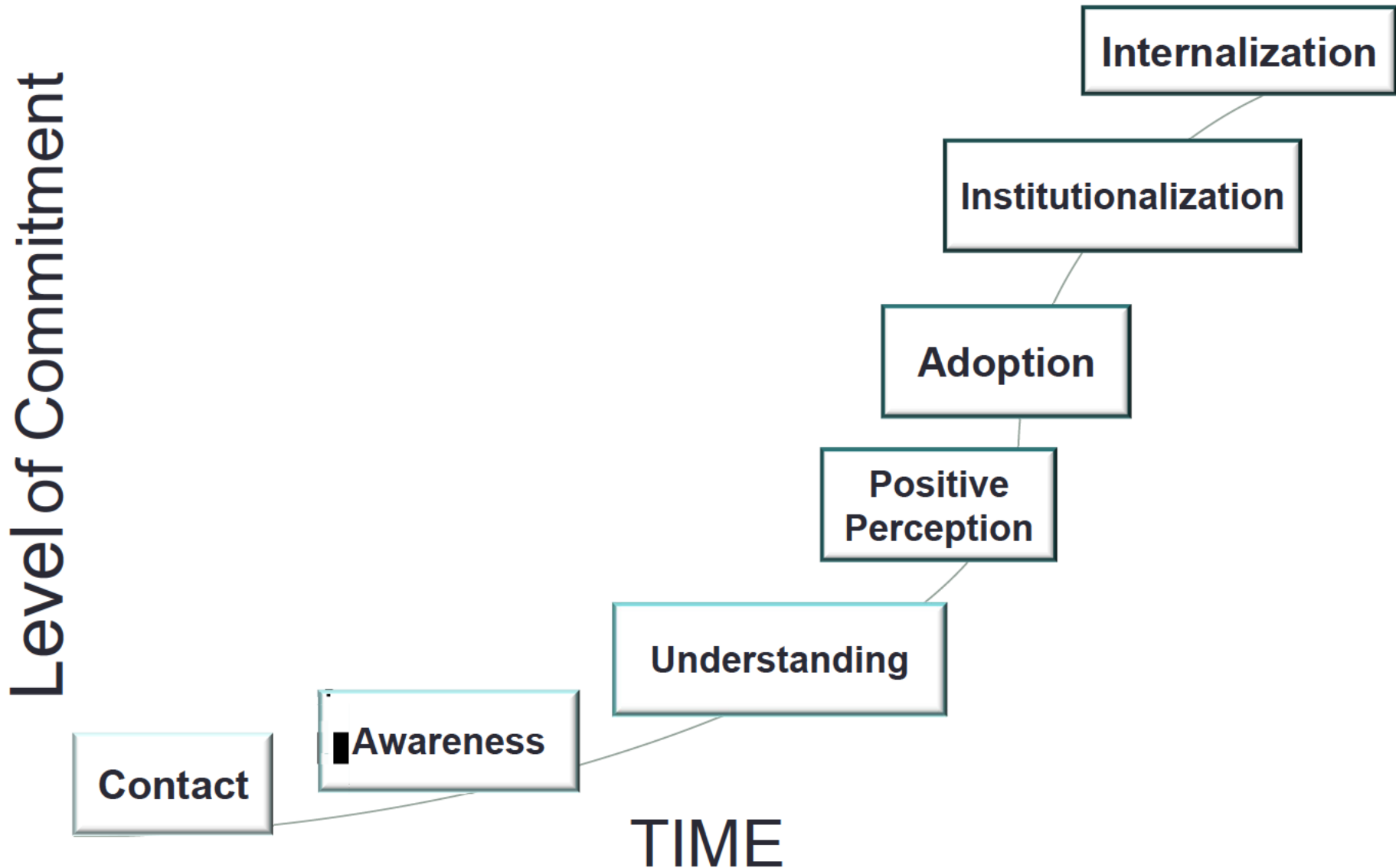
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# Stages of Change Commitment



# Openness to Change



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# Natural Response to Change

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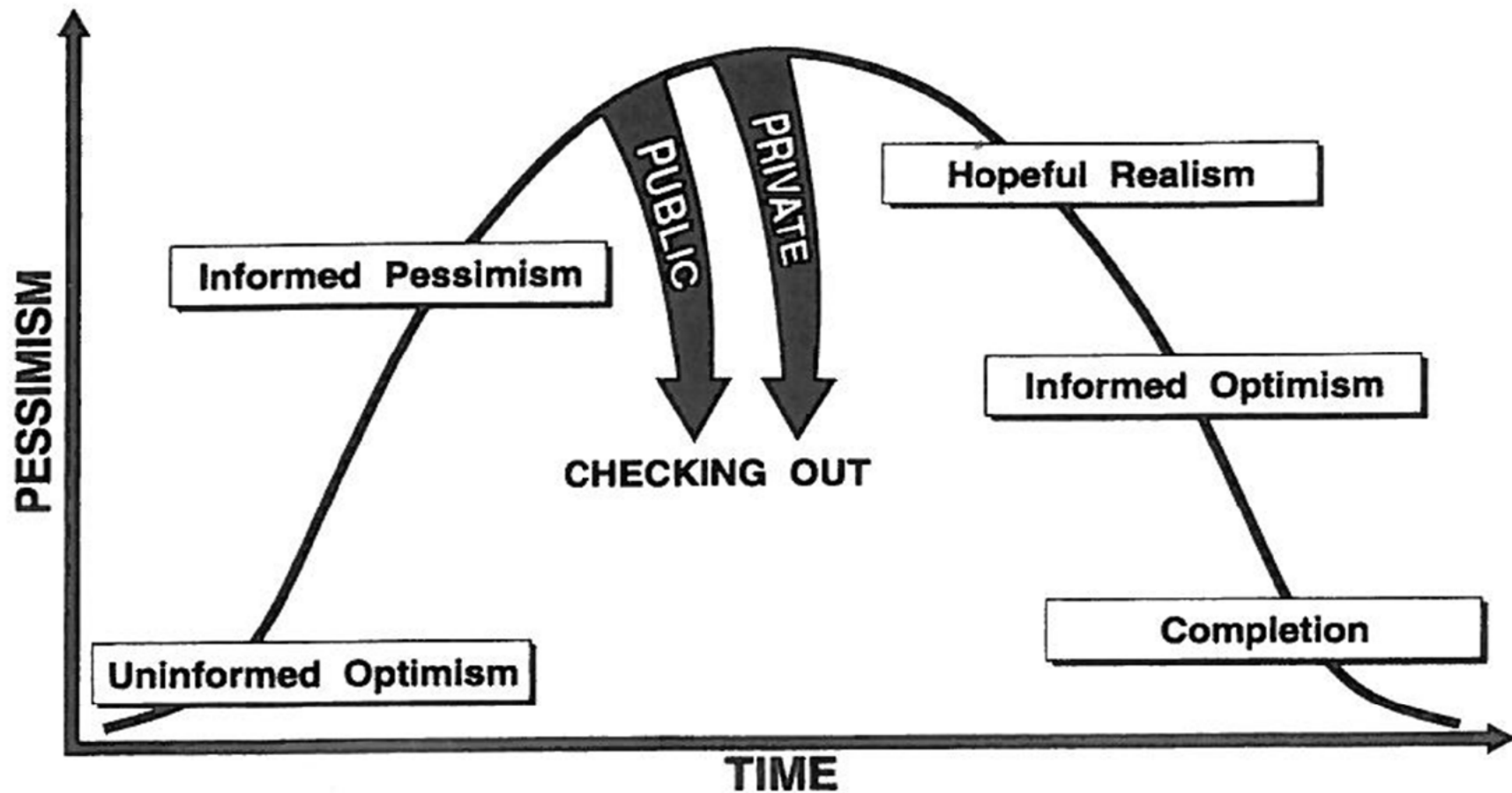
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# POSITIVE RESPONSE TO CHANGE



© ODR

# Purrrrrfecting a Plan

Assess the organization's strengths, habits, and environment.



# Vision

There's space between your vision and your current reality.

**“The gap is *the* source of creative energy”**  
**(Senge, 1990, p. 150).**



# Impact, influence, and leverage



**Impact:** Individual change in knowledge, skill, behavior, conditions

**Influence:** Changes to norms, systems, practices, partnerships

**Leverage:** changes in partner/community strategies

# Happy cats are good cats. Usually.

Finding the right motivators

Working from strength

Empowerment



# Shared Vision

“When people truly share a vision they are connected... shared visions derive their power from a common caring” (Senge, p. 206)



# Co-creating a vision empowers workers and gives rise to new ideas and strategies



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# Planning...or portraiture

## Planning

- Impact
- Influence
- Leverage
- Engagement

## Portraiture





# The End



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# Meow at us!

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