



CHANGE MANAGEMENT AND RESILIENCE; PROACTIVE ACTIONS
IN LIBRARIES, MUSEUMS AND ARCHIVES OF THE CARIBBEAN

ACURIL 2022 CURAÇAO



CURACAO MARRIOTT BEACH RESORT



JUN 05 - JUN 09 2022

Change management in the workplace - Eric Kokke (GO | School for Information)





What is change management?

Describe in your own words your definition of Change Management



Handling change as effectively as possible

Change in a strategic way and hold on to it.

The ability to deal with "something new"

Supporting staff/colleagues in effective improvements

Strategies and guidelines to direct new ways of doing things

How to predict organize and communicate differences in routine or in an establishment plan

Mindshifts, paradigm shift, hard work, create draagvlak

Omgaan met verwachtingen en consequenties van verandering

Changing the way we work due to changing circumstances at benefits of our community



Describe in your own words your definition of Change Management

Did it

Change Management is

a collective term for all approaches to prepare, support, and help individuals, teams, and organizations in making organizational change.

State 3 reasons for organisations to change



External or internal influences or decisions to move in a new direction.

New programmatic decisions

Funding realignment

Funding

New leadership

Improve processes, funding, innovative ideas

External influences

New director, external decisions, the decision of the government

1. Pandemic
2. Programs becoming obsolete



State 3 reasons for organisations to change



Expanding scope, dealing with internal/external factors, budget cuts

New management, funding, old staff, digitization

Funding realignment External or internal influences or decisions to move in a new direction

To move forward and pivot as a result of varying factors Ability to compete in global market To remain focused on goals and objectives

New leadership

Improve processes

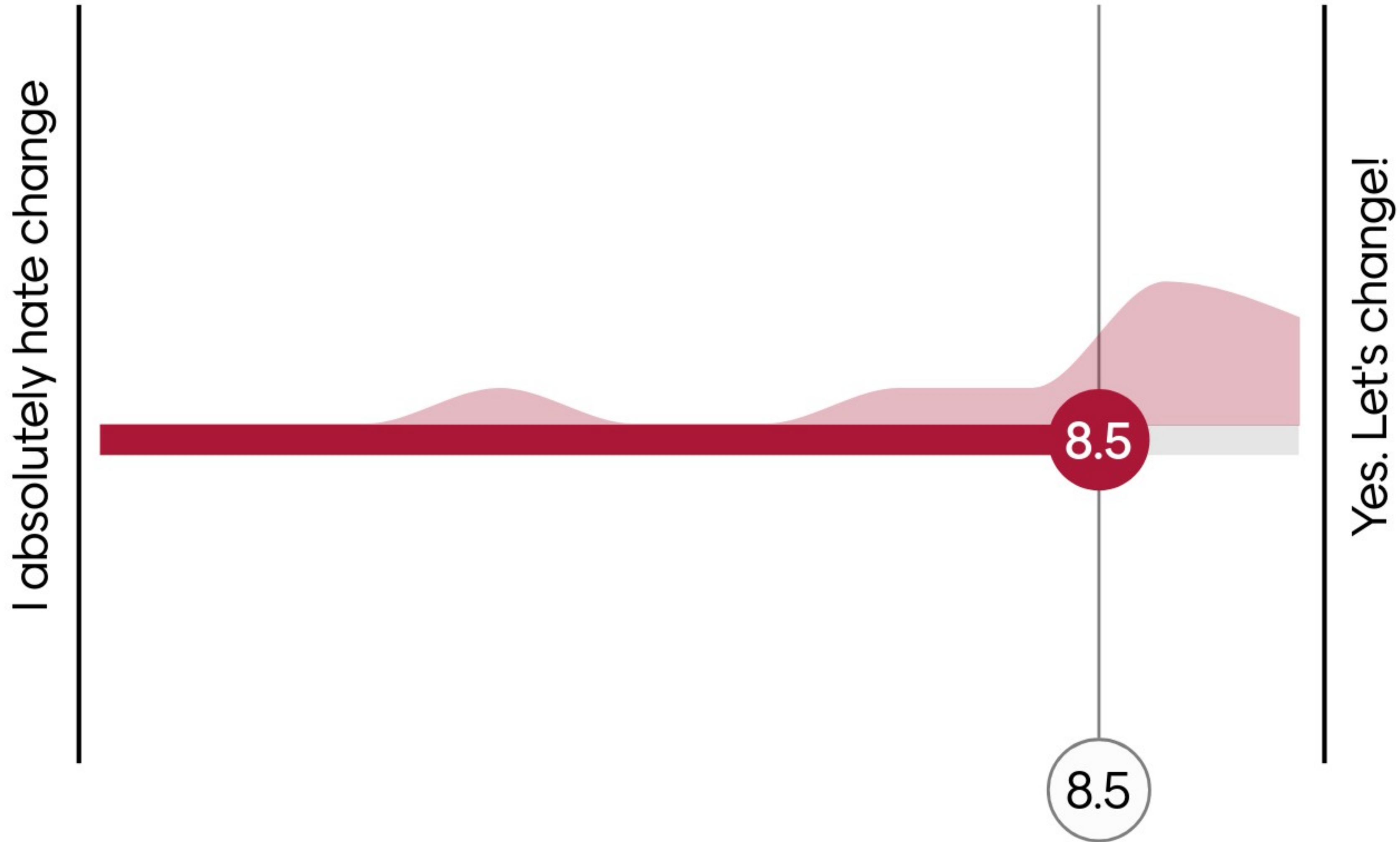
New tendencies, limitations, expectations



Reasons for change:

- New customer demands
- Availability of new techniques, technologies or methods
- To improve results
- Changes in rules and legislation
- Budget cuts
- To take advantage of opportunities
- Change for change sake
- Something sounds good
- Change of organisation structure
- External pressure

How open to change are you?






Reality!

Self Assessment

- Go to <https://www.16personalities.com/> and do the test
- Note the result: Type of Personality (code)
- Add the code to Menti.com



Analysts

| Personality Type | Code | Description |
|------------------|-----------------|--|
| Architect | INTJ-A / INTJ-T | Imaginative and strategic thinkers, with a plan for everything. |
| Logician | INTP-A / INTP-T | Innovative inventors with an unquenchable thirst for knowledge. |
| Commander | ENTJ-A / ENTJ-T | Bold, imaginative and strong-willed leaders, always finding a way – or making one. |
| Debater | ENTP-A / ENTP-T | Smart and curious thinkers who cannot resist an intellectual challenge. |

Add your code (no spaces, 1 word)



entertainer

protagonist

adventurer

enfjt enfja intp-a

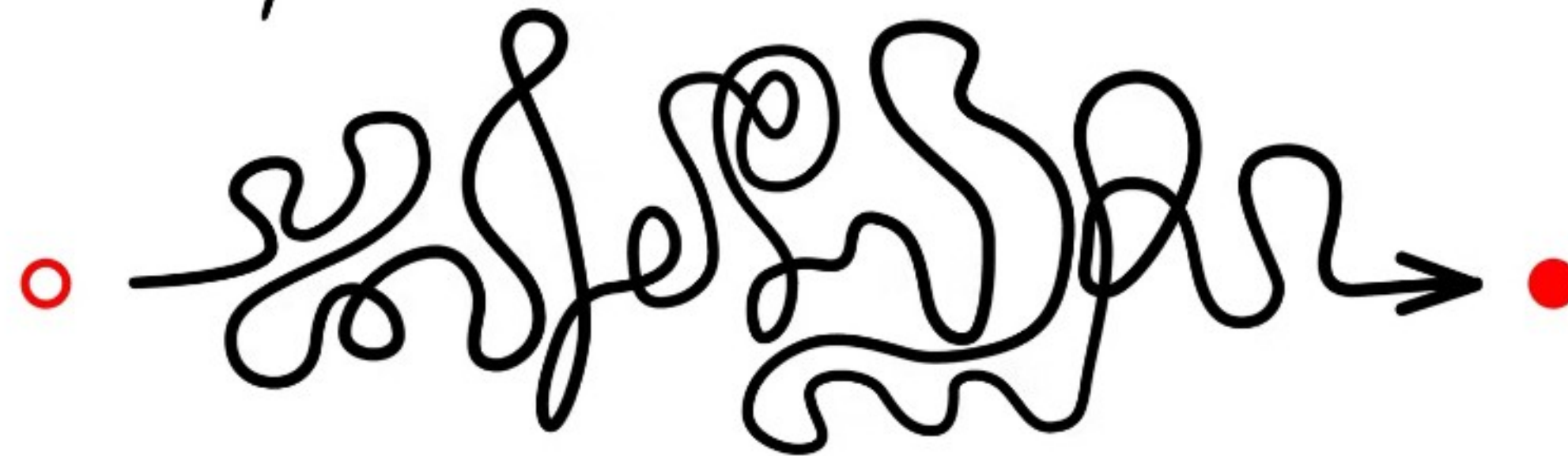
enfp consul

enfj-a t

Expectation:

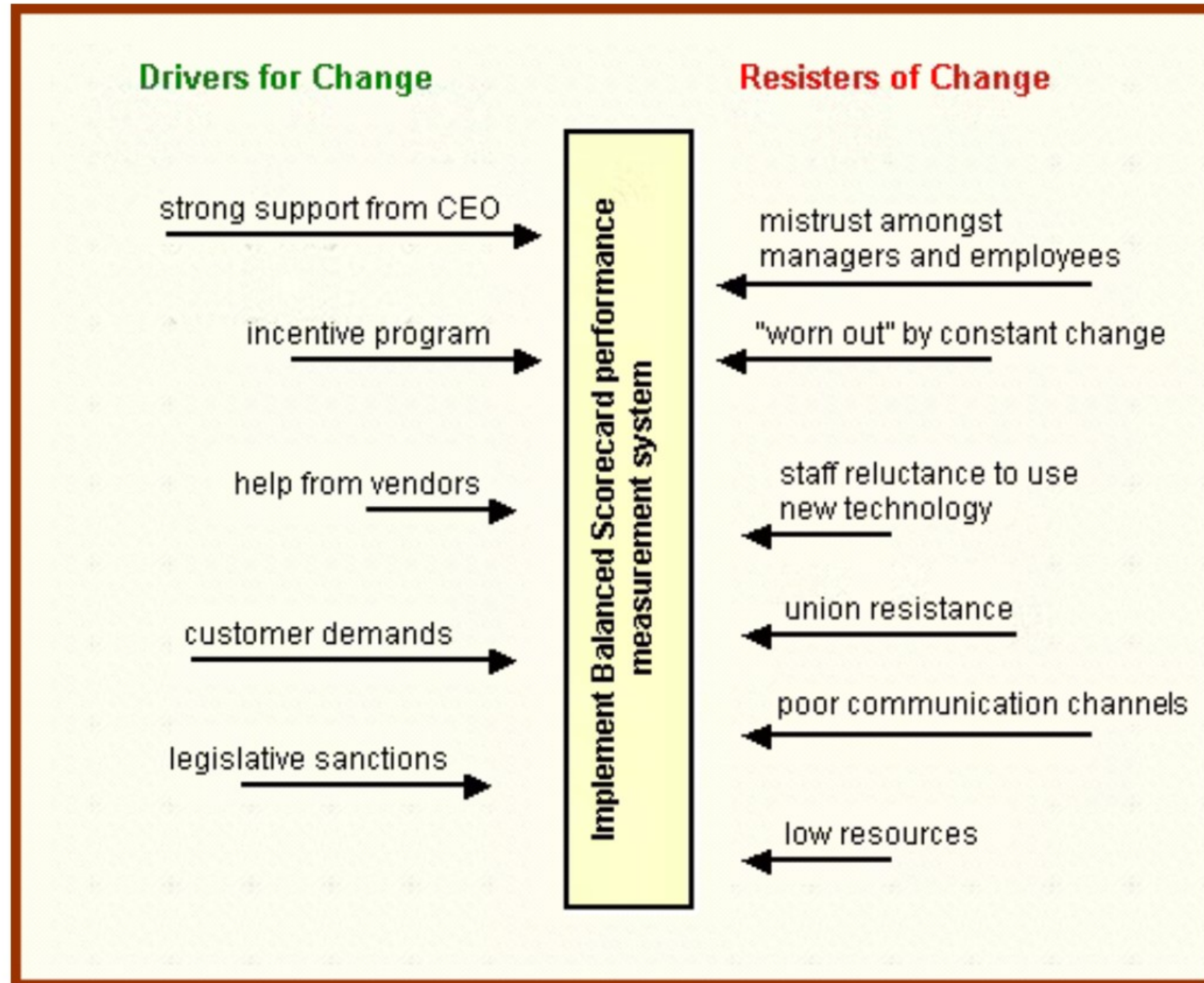


Reality:



Why is change so difficult?





Drivers and resisters

CHANGE MANAGEMENT



TEAM



STRATEGY



PLAN



IMPROVE



ENGAGE



EXECUTE



MEASURE



SUCCESS



COMPETENCE



EXPERIENCE



KNOWLEDGE



SKILLS



BEHAVIOR



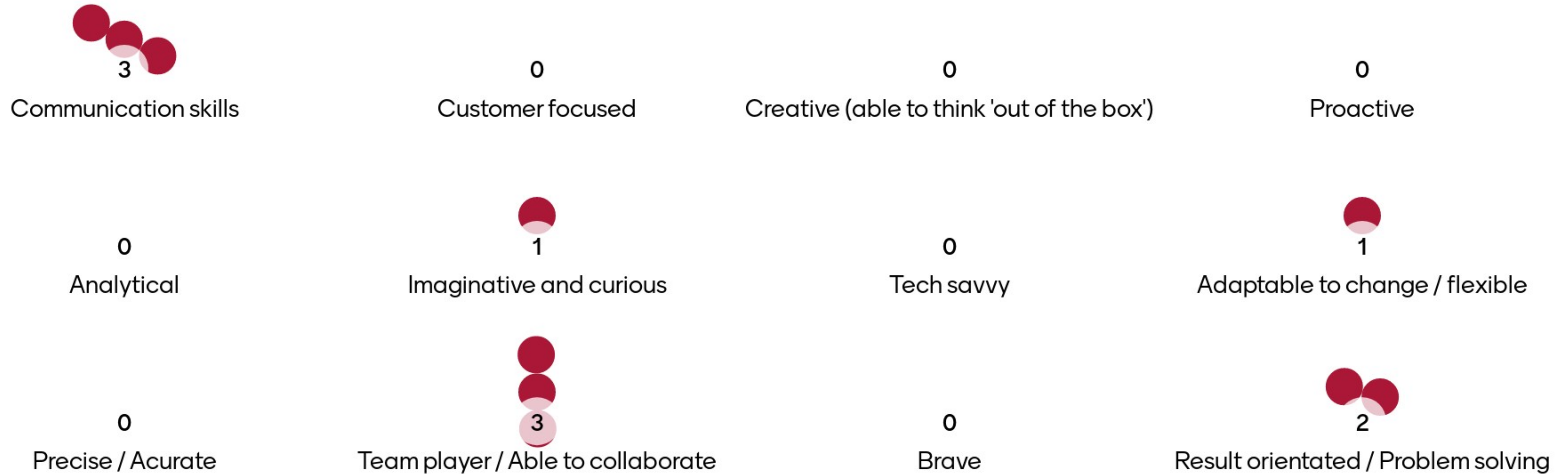
PERFORMANCE

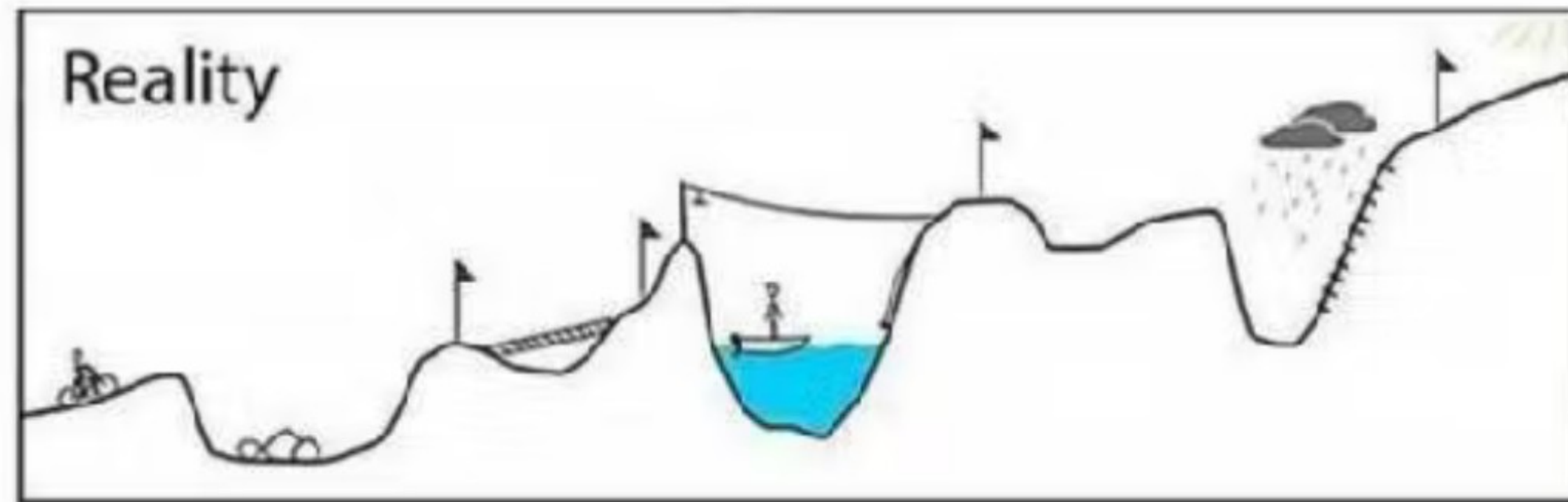
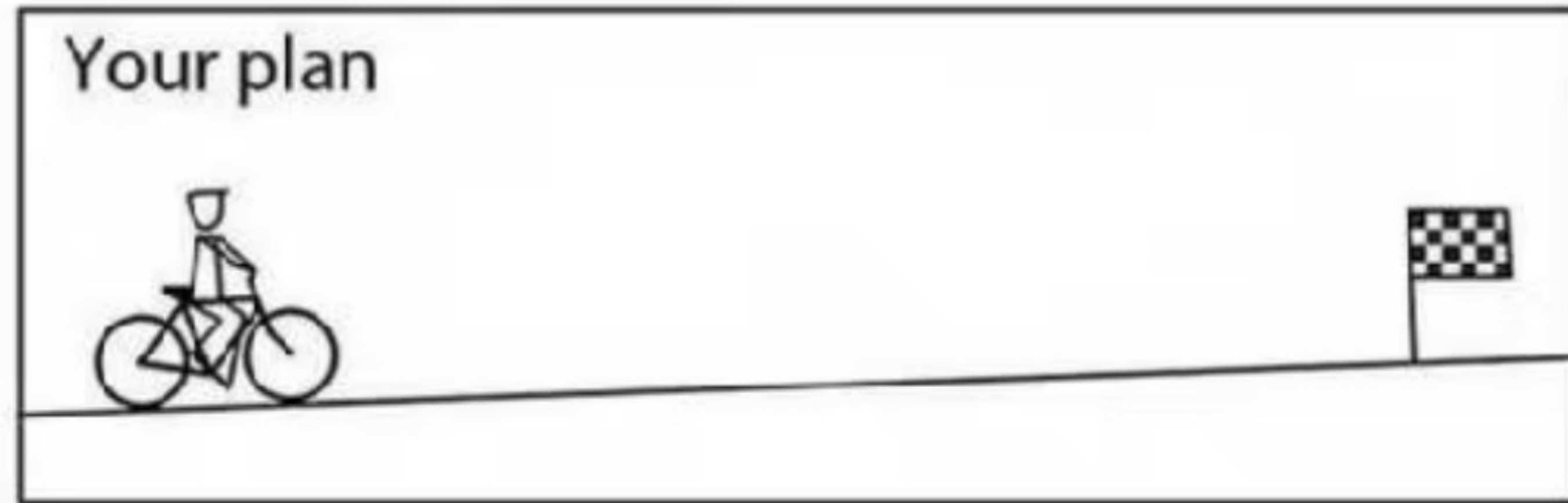


GOALS



What do you think are the most important competencies to successfully implement change? (choose 3)





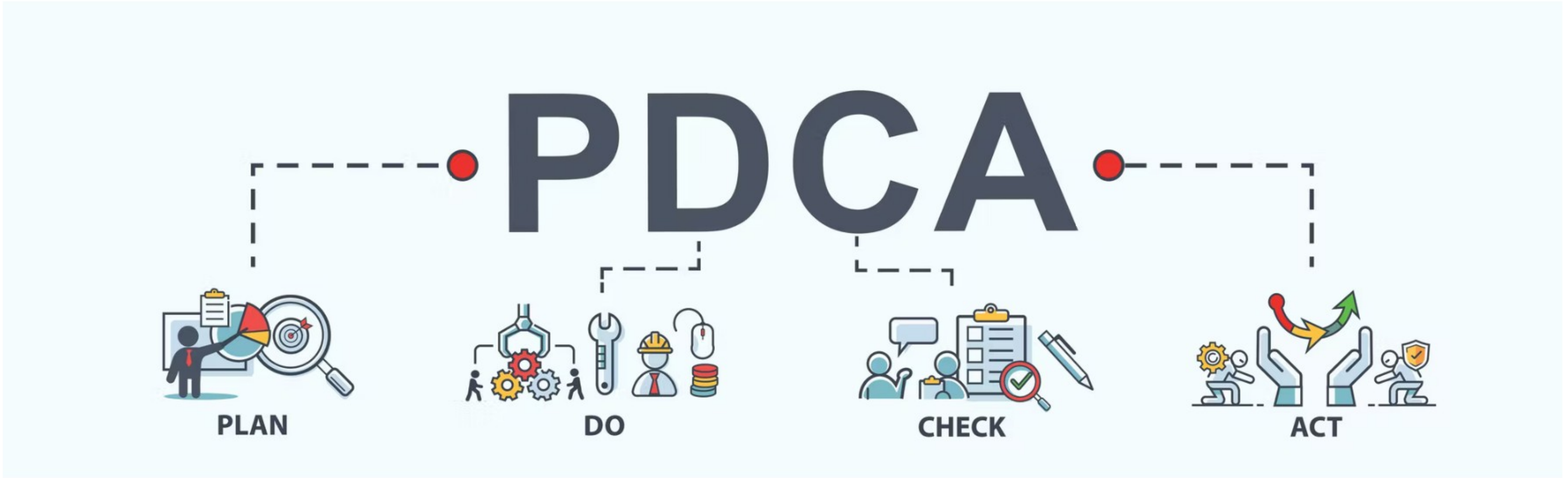
Have a clear and realistic strategy (including planning and desired result; what is the actual improvement))





Engage! (communicate in Added Value, Problems you solve and What's in it for me?)





Execute & Measure: Plan, Do, Check, Act





Share your success!!!



How?

- Conduct a self (or team) analysis of your competencies
- Work in a team, collaborate with the right partners: optimise results by using each other's strenghts
- Make the added value of the change clear (for all target audiences)
- Look for succesful examples at other Libraries (better stolen well than poorly conceived)
- Involve ambassadors!
- Talk with your biggest sceptics
- Communicate! Communicate Communicate!
- Share your successes!
- Start! You are allowed to make mistakes as long as you learn



”I have never
tried that before,
so I think I
should definitely
be able to do
that.”

- Pippi Longstocking





Go out there! Act as an
Information Hero



More information: info@schoolforinformation.org

