

Municipal Auditing and Change Readiness in the New Millennium



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Bringing awareness and orientation. . . .



Understanding the nature of change



What do you need to help others navigate safely to the shore?



Change Management



Change Readiness

Essentials of Sailing



Managing change

Essentials of Sailing

Balance & Boat Trim

- **Lean with the gusts**

Sail setting

- **Leverage environmental elements**

Centreboard

- **Prevent drift**

Course selection/course correction

- **Stay oriented**



Managing change

Essentials of Sailing

Balance & Boat Trim:

- Lean with the gusts
- **CREATE URGENCY**



Managing change

Essentials of Sailing

Sail setting:

- Leverage environmental elements
- **FORM POWERFUL COALITION**
- **CREATE VISION FOR CHANGE**
- **COMMUNICATE VISION**



Managing change

Essentials of Sailing

Centreboard:

- Prevent drift
- **REMOVE OBSTACLES**



Managing change

Essentials of Sailing

Course selection/course correction:

- Stay oriented
- **CREATE SHORT-TERM WINS**
- **BUILD ON THE CHANGE**
- **ANCHOR THE CHANGE**



Managing change

Essentials of Sailing

Holding your location:

- **ANCHOR THE CHANGE**



Managing change

COMMON ASSUMPTION: Control

- Control of the **CHANGE**
- Control of the **PROCESS**
- Control of the **TIMING**
- Control of the **ABILITY to ANCHOR**



Managing change

What about the change you CANNOT control?



Change Management



Change Readiness

Changing the face of change



Speedboats on common waters

Rules of Engagement for speedboats



Get ready!



For frequency, intensity, unpredictability, and scale of changes out of your control

Get ready!



For people so focused on hanging on, they may have lost sight of the destination

Get ready!



For the risk of failure in areas that were not previously on the radar

Sailing on New Waters



Maneuverability: The key issue



Speedboats approaching. . . .

