

Business and Organization Change: Creating the Results You Want



The best way to create desired change is to focus first on what you want to experience. This approach avoids getting stuck in endless rehashing of problems, reduces fear of change, and produces faster and more lasting results. Positive Deviance, Appreciative Inquiry, and Asset-Based Change are some terms associated with this way of leveraging strengths to overcome obstacles.

As you define the positive changes you want, the following questions will be helpful. They inquire into the strengths of your business or organization in order to design change that magnifies success.

What is already working well in your business?
What makes the organization excellent? What are your successful methods, management practices, technologies, outcomes? What good things will happen if you have even more such successes?

What are the things that are most valuable in your organization as a whole? What is most valuable about your products or services? What is most valuable about staff? About executive staff? About your customers?

What are some of the stories and traditions of your business which can help someone recognize what is most valuable?

What is the core value of your business? What is it that, if it did not exist, would make the business totally different from what it is?

Thinking of all the changes you have seen, what changes have most positively affected the organization and all the people associated with it?

In your wildest dreams, what would you most like to happen in and for your business? How will you be able to tell when this dream has become reality?



Change initiatives grounded in systematic and specific inquiry into the existing strengths of a business produce achievable and actionable plans which can be implemented even under challenging circumstances. They reduce waste, inspire employees to do their best work, and build a positive cycle of success.

To discuss how your organization can profit from creating change in this spirit, email Chosen Futures or call Deborah Gavrin Frangquist at 415-346-6121.

A handwritten signature in black ink, appearing to read "D. Frangquist".