

3. Change

Brian is likely to contribute by:	He may irritate team members by:	He may be irritated by team members who:	He can maximise effectiveness by:
Offering new perspectives, insights, and visions	Being critical of those who fail to appreciate his vision of the future	Focusing in getting things down in the present without respect for the past traditions or future ramifications	Leaving open the possibility that others' resistance may have a sound basis
Exhibiting a determined, calm, decisive demeanour	Paying insufficient attention to the impact on people	Don't see the need for a back up plan	Realizing that change has a concrete impact on the well-being of people
Bill is likely to contribute by:	He may irritate team members by:	He may be irritated by team members who:	He can maximise effectiveness by:
Being quick to recognise the value of change	Launching too many changes at once	Refuse to look at new possibilities	Tempering his enthusiasm for change with a dose of practicality
Forming and clarifying ideas with creative new insights	Giving up too easily if things become routine	Are unwilling to take risks, even when supported by logic	Recognising that a change worth making may require grunt work
Fred is likely to contribute by:	He may irritate team members by:	He may be irritated by team members who:	He can maximise effectiveness by:
Providing models to enhance understanding of the change process	Pushing too hard to get a change implemented	Are too open and flexible	Taking the time to reflect on the necessity for change before initiating it
Be proactive and working to reach closure	Losing interest in maintenance, preferring to move onto new challenges	Delay action in order to analyse details in depth	Recognising the value of following through on the step-by-step requirements needed to effect a change
Julie is likely to contribute by:	She may irritate team members by:	She may be irritated by team members who:	She can maximise effectiveness by:
Being mindful of what has worked in the past to pave the way for a stable future	Resisting change in favour of maintaining status quo	Want change for changes' sake	Recognizing that change is a part of the natural evolution of any endeavour
Checking all the details understanding what can reasonably be accomplished	Depending too much on plans or schedules when flexibility is required	Fail to acknowledge the value of tried and true	Realizing that not every contingency can be planned for or anticipated

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Change cont'd

Lucy is likely to contribute by:	She may irritate team members by:	She may be irritated by team members who:	She can maximise effectiveness by:
Joyfully embracing the novel and untried Supplying energy to initiate a new course of action	Encouraging change for change's sake Failing to appreciate the merits of tradition and past experience	Are overly cautious or resistant to change Cling to established routines when adaptation is required	Understanding that change is not always desirable or necessary Recognising that the past can offer direction for the future
Tim is likely to contribute by:	He may irritate team members by:	He may be irritated by team members who:	He can maximise effectiveness by:
Being mindful of what has worked in the past to pave the way for a stable future Checking all the details and understanding what can reasonably be accomplished	Resisting change in favour of maintaining status quo Depending too much on plans or schedules when flexibility is required	Want change for changes' sake Fail to acknowledge the value of tried and true	Recognizing that change is a part of the natural evolution of any endeavour Realizing that not every contingency can be planned for or anticipated
Victor is likely to contribute by:	He may irritate team members by:	He may be irritated by team members who:	He can maximise effectiveness by:
Being quick to recognise the value of change Forming and clarifying ideas with creative new insights	Launching too many changes at once Giving up too easily if things become routine	Refuse to look at new possibilities Are unwilling to take risks, even when supported by logic	Tempering his enthusiasm for change with a dose of practicality Recognising that a change worth making may require grunt work