

4 Keys to Ineffective Change

How to Blow Transformative change Without Really Trying

Suggestions for LATs

- Check-in: <Name><Role><One emotional word describing current state>
- Groupwise prompt: *Change is hard in my organization because...*
- Watch video: [4 Keys to Ineffective Change](#) (together or prior to meeting).
- [Whole New Engineer](#): Read or skim Chapters 8 & 9 (culture and change chapters).
- Possible prompts for discussion (pairwise or group-wise):
 - What artifacts do you notice in your organization?
 - What espoused values do you notice in your organization?
 - What deep assumptions are so taken for granted in your organization that it is hard to even talk about them?
 - In what ways is your new vision for change in conflict with the artifacts, values, and assumptions of your organization.
- Assumptions in education. Read Carl Rogers 10 implicit assumptions about education here: <http://www.learning-knowledge.com/teaching.html>. To what extent are these assumptions still operational in education today? To what extent are these assumptions in conflict with the values we espouse in transformative change circles?
- What stories reinforce our current underlying assumptions. What stories can we tell to open up new possibilities for change
- Opportunities for Little Bets:
 - Who would benefit from watching this video? **Little bet:** Share it?
 - What practices or actions are suggested from the video. **Little bet:** Pilot those changes in an appropriate class, committee, meeting, or context.
 - Stories and websites are not PR. They are constitutive of cultural change. What stories or framings in the video were sticky or helpful to change making. **Little bet:** How can your change initiative or organization's story be modified to be more sticky or compelling? Change it. Create a website. Modify an existing website. Tell stories you're not telling.
 - How can you organize your change into a low-threat change incubator or accelerator? **Little bet.** Create an informal change incubator or initiative with or without permission and get a few like-minded people together to discuss things and take action.
 - What opportunities are there to think smaller, and do something more quickly, fail fast, and succeed sooner? **Little bet** Take existing big plans that lack resources, personnel, or will, and *smallify* them until you can actually do something. Then do it.

Learning-Action Team (LAT) Guide & Resources

Other Resources

- iFoundry website: ifoundry.illinois.edu
- Big Beacon Radio [podcast](#)
- Heath brothers [Made to Stick](#)
- Heath brothers, [Switch](#)
- Kotter, J., [Leading change](#)
- Schein, E. [Organizational Change & Leadership](#)
- Schein, E., [Humble Inquiry](#)
- Sims, P., [Little Bets](#)
- Sarasvathy, S., [What Makes Entrepreneurs Entrepreneurial](#)