

# THE KATA OF CHANGE

How to Flow With The Unknown



# OBJECTIVES

- The Framework
- Acknowledgement
- Acceptance
- Understand
- Embrace



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# THE FRAMEWORK

## The Techniques *(base learning)*

- Martial Arts
  - Stances
  - Covers
  - Strikes
  - Kicks
  - Pressure Points
  - Understand environment
- Business Analysis
  - Enterprise Analysis
  - Requirements Planning
  - Elicitation
  - Requirements Documentation
  - Requirements Analysis
  - Solution Validation

Technique = the way of carrying out an activity

## The Skills *(the application)*

- Martial Arts
  - Katas
  - 2 person drills
- Business Analysis
  - Communication
  - Relationship Building
  - Collaboration
  - Teamwork
  - Influencing
  - Negotiation

Skill = the ability to do something well

## The Transformation *(going from "good" to "phenomenal")*

- Martial Arts
  - Belt ranking
  - Successful self protection
  - Teaching
- Business Analysis
  - Career Development
    - Starting Your Career
    - Maintaining Your Career
    - Advancing Your Career
    - Certifications
    - Industry Standards Knowledge
  - Business Transformation
    - Change
    - Leadership
    - Value of the BA
    - Supporting the BA
    - Tools and Resources

Transformation = a thorough or dramatic change

## The Foundation

The Tenets  
The Mindset

# GUIDING PRINCIPLES

Core Principles	Dojo Kun	Tenets
Structural Integrity (SI)	Strive for a good moral character	Courtesy
Coring	Keep an honest and sincere way	Integrity
Observe, plan & Execute (OPE)	Cultivate perseverance or a will for striving	Perseverance
Efficiency & Proficiency (E&P)	Develop a respective attitude	Self-Control
Weight Lead (WL)	Restrain my physical abilities through spiritual attainment	Indomitable Spirit

# KATA

Definition - a Japanese word for a detailed choreographed pattern of movements practices either solo or in pairs.

## Levels of Kata

Basic

Intermediate

Advanced



# KATA

Let's Try a Portion of One

Some Basics First:

1. Make a Basic Fist
2. Cover
3. Punch



# IN ORDER TO SURVIVE

## **Requires:**

- Acknowledgement
- Acceptance
- Understanding
- Embracing



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Basic



# ACKNOWLEDGEMENT

- Know the **“WHY”**
- Know change is going to happen
- Know how YOU react to change
- Know there will be resistance

# WHY IS CHANGE RESISTED?

Basic

**WHY DO EMPLOYEES RESIST CHANGE?**

**FEAR OF UNKNOWN**

**LOW TRUST**  
CHANGE IN THE STATUS QUO  
LACK OF COMPETENCE

**LACK OF COMMUNICATION**  
NOT BEING CONSULTED  
MISUNDERSTANDING ABOUT THE NEED FOR CHANGE

**TEMPORARY FAD**  
POOR COMMUNICATION  
CHANGES TO ROUTINES  
EXHAUSTION/SATURATION

Expecting resistance to change and planning for it from the start of your change management program will allow you to effectively manage objections

**SELF-ESTEEM**

**TIME**

Denial, Anger, Confusion, Depression, Crisis, Acceptance, New confidence

TORBEN RICK - WWW.TORBENRICK.EU

- Fear of the unknown
- Lack of communication
- Not being consulted
- Misunderstand about the need for change
- Temporary FAD
- Change to routines
- Exhaustion/Saturation

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Basic



# ACCEPTANCE

Basic

- Accept the **“WHY”**
- Accept the reality of the situation
- Accept and recognize that the change will occur without attempting to change it or protest it.
- Accept the things you can control and things you cannot
- Acceptance helps reduce negativity

# SERENITY PRAYER

Basic

God grant me the serenity to  
**accept** the things I **cannot**  
change; **courage** to change  
the things I **can** and the  
**wisdom** to know the  
difference.

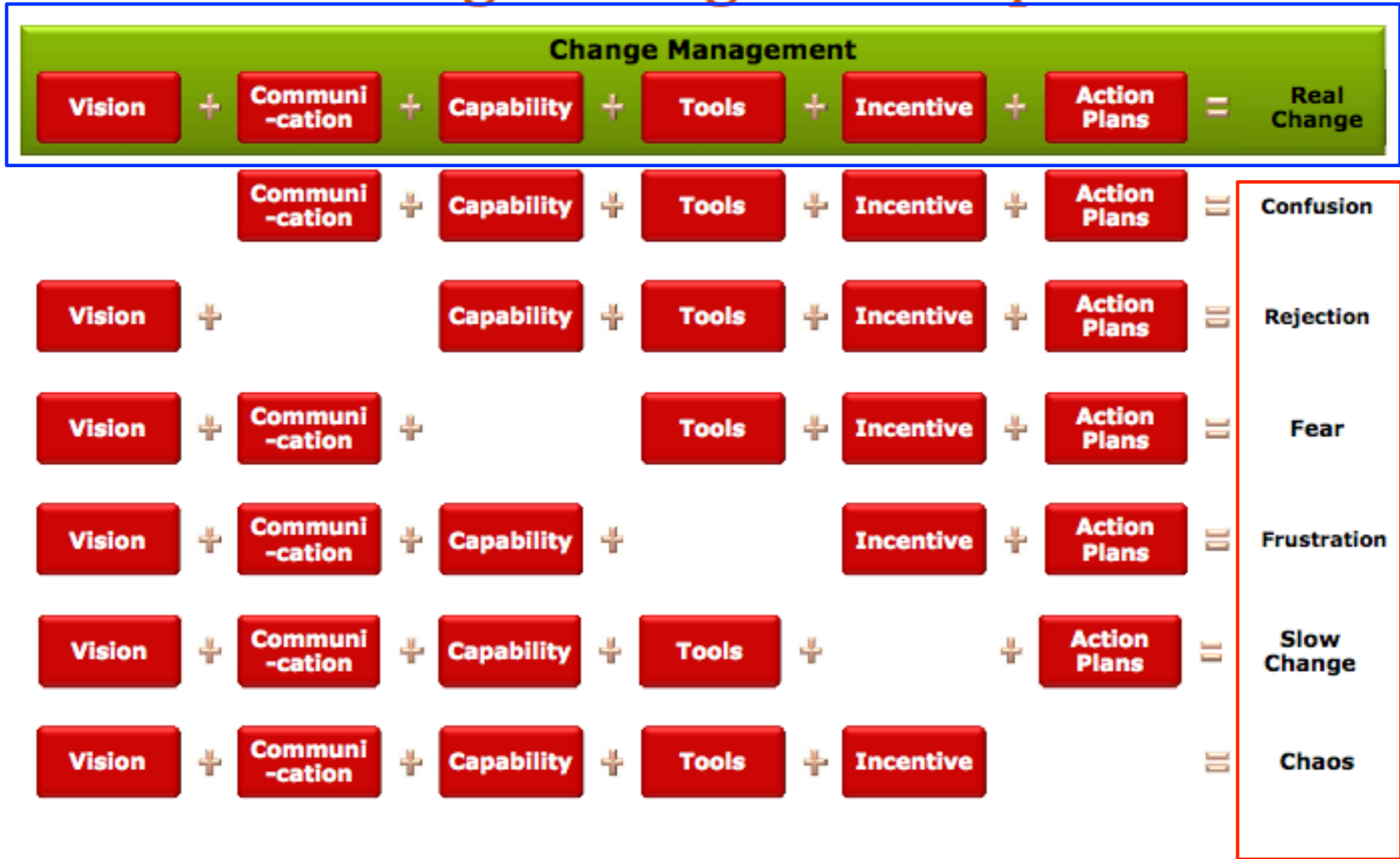
-Reinhold Niebuhr

# WHAT DOES IT TAKE?

Basic

- Takes being open minded
- Takes courage
- Takes wisdom

## What *Real* Change Management requires





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Intermediate



# KATA

Intermediate

## Demonstration

Volunteer please?



# UNDERSTAND

Intermediate

- Understand the **“WHY”**
- Understand your role in the change
- Understand the impacts of the change
- Understand that there could be many different levels of emotions (*Emotional Intelligence*)

# THE ICEBERG THAT SINKS ORGANIZATIONAL CHANGE

Intermediate



← **Below the surface**

# UNDERSTAND - CHANGE CURVE

Intermediate

Shock

Denial

Anger

Frustration

Acceptance

Practice

Realization

Integration

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Advanced



# EMBRACE

- Embrace the **“WHY”**
- Embrace the emotions that will come - *Model the Behavior you want to see*
- Embrace the things you can change
- Embrace the things you cannot change
- Embrace the role you play in the change

# THE LAW OF BUY-IN

Leader	Vision	Reaction
Don't buy-in	Don't buy-in	Get another leader
Don't buy-in	Buy-in	Get another leader
Buy-in	Don't buy-in	Get another vision
Buy-in	Buy-in	Get behind the leader

Horeb International

**“You cannot separate the leaders from the cause he promotes. It can't be done, no matter how hard you try. It is not an either/or proposition. The two always go together.”**

*-John Maxwell*



# UNLOCKING YOUR INNER NINJA

Advanced

<b>Characteristics of a Ninja</b>	<b>Characteristics of a Change Agent</b>
<b>Loyalty</b>	<b>Building Credibility &amp; Trust</b>
<b>Bravery</b>	<b>Courageous, Challenge Status Quo</b>
<b>Strategic Knowledge</b>	<b>Clear Vision, Intentional, Knowledgeable</b>
<b>Diligence</b>	<b>Patient yet Persistent, Thorough</b>
<b>Trustworthiness</b>	<b>Strong Relationships Built on Trust</b>
<b>Good Health</b>	
<b>Responsibility</b>	<b>Leads By Example</b>
<b>Ingenuity</b>	<b>Creativity</b>
<b>Knowledge of Ancient Teachings</b>	<b>Knowledge of the Organization &amp; How it Works</b>
<b>Gifted Speech</b>	<b>Asks Tough Questions</b>
<b>Optimism</b>	<b>Flexible</b>

- Training
- Team Building Exercises
- Look for opportunities to practice soft skills
- Learn by doing - you have to live it to learn it
- Model the Behavior

# PRESENTATION OFFERINGS

- Tips & Techniques - “Dealing with different personalities” document

\$12  
Value

## By Opting in you will also receive:

- Weekly Motivation Email
- Monthly “Unlocking Your Inner Ninja” newsletter



# CONTACT INFORMATION

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