

INCOSE Chicagoland May Meeting



Topic: *Organizational Change Management*

Presenter: **Scott Stribny, President and Managing Director, Group Atlantic, Inc.**

Date: Thursday, May 21st, 2015
Agenda: 6:00-6:30 p.m. CT – Dinner (\$5 Member / \$8 Nonmember) & Networking
6:30-6:45 p.m. CT – Introductions & Announcements
6:45-8:00 p.m. CT – Presentation and Q&A

Locations:

- 1. Schaumburg, IL – IBM, 10 N. Martingale Rd, Schaumburg, IL 60173 (3rd Floor Conference Room)**
- 2. Lake Forest, IL – Hospira, 375 N. Field Drive, Building H3, Lake Forest, IL 60045 (1st Floor R&D Innovation Conf Rm)**
- 3. Milwaukee, WI – Astronautics, 4115 N. Teutonia Ave., Milwaukee, WI 53209 (Board Room)**
- 4. Madison, WI – Bjorksten | bit 7, 5407 Fen Oak Ct., Madison, WI 53718 (Mendota Conference Room)**

Abstract

Change is something companies must do if they are to survive and compete in today's business world. The successful management of change using a project-based intervention is crucial for any organization to succeed in the highly competitive and evolving global business environment.

For many, expensive flaws persist in their approach to change. This presentation examines effective models of change along with key operating assumptions worth understanding. Discussion will address how to assess readiness for change including organizational members' shared resolve to implement a change (change commitment) and shared belief in their collective capability to do so (change efficacy). Organizational readiness for change varies as a function of how much organizational members value the change and how favorably they appraise three key determinants of implementation capability: task demands, resource availability, and situational factors

This presentation will describe both successful and unsuccessful efforts to bring about large-scale change and will provide a cogent illustration of the various interventions that lead to success. Two major questions will be addressed:

What are reliable operating assumptions about dealing with change, and how do you apply them?

What are approaches for dealing with change, and how do you recognize and choose among them?

About Our Speaker

Scott Stribny is the Co-founder, President and Managing Director of consulting firm Group Atlantic, Inc. and has advised private, public, and governmental organizations on successful strategy development, program execution and operations improvement since 1992. He is also an author of many professional papers with Cutter Consortium's Business Technologies Strategies practice and other international organizations. He is a frequently invited keynote speaker at scores of professional conferences and company events.

Scott's experience includes implementing and enabling adoption of business-critical solutions that enhance people, processes, and performance to help organizations to achieve business priorities and sustain competitive advantage. He has demonstrated achievement in the areas of:

Design and leadership of programs to facilitate change in the organization and among individuals including partnerships with business sponsors to engage stakeholders and execute change management plans.

Communication Planning, Execution and Effectiveness Measurement

Leadership competencies required to work across boundaries, and to quickly build healthy, sustainable work teams

Scott's corporate career began with a start-up firm that went from zero to 100 million dollars in just five years. Next he moved to a Fortune 50 conglomerate where he worked with industry-leading engineers, scientists and their executive management. He quickly ascended to management and was responsible for the development of groundbreaking, sophisticated products and services where he applied best practices in product development, manufacturing and quality.

During his more than 30 years of experience Scott led successful multi-year, multimillion-dollar programs and was responsible for completion of the world's largest flexible manufacturing system for heavy equipment. His accumulated management experience ranges from growth companies to conglomerates in many industries, including aerospace, telecommunications, financial, insurance, retail, information services, and manufacturing.

Questions?: For more information, go to <http://www.incose.org/Chicagoland/>.