



Tips for Getting Changes Unstuck

Enable a major hidden source of energy

Linking Pocket of Energy 1 with Pocket of Energy 4 can be a powerful force for forward momentum. Too often we get bogged down during the planning or implementation stages and miss the reason a change is so important and why the goals of the project could be so beneficial.

Spot moments of possibility

Observing is key. In the classic management book *In Search of Excellence*, Tom Peters and Robert Waterman write about the power of MBWA (Management By Wandering Around). Walk around without an agenda - just wander! Be open to what you hear and see. Ask questions. Once people realize this is not a gimmick and that they can trust you, it is a good bet that they will begin to speak openly to you.

Look for warning signs that getting stuck may have started to occur way before you ever noticed a problem

I like observing using a lens. Sometimes I look at situations through the lens of Level 1, 2, and 3 support and resistance. Observing with curiosity is key.

Blend support into existing plans and tactics

I like the image of delicious lattes made by good baristas. You can't tell where the milk ends and the coffee begins. I believe our strategies for building and sustaining support for change should blend the human parts of change in with the details (financial and technical) seamlessly.



Make a smooth handoff from Pocket of Energy 2 to Pocket 3 – and between Pocket 3 and Pocket of Energy 4

Sometimes we inadvertently move from one stage to the next without having a strategy for moving the work from one group to another. It's like a relay team practicing pacing and so forth, but never practice handing off the baton.

Straight talk

To borrow a phrase from the New York City police department: if you see something, say something. Clear and concise declarative sentences that invite others to see what you see.

Use your own most satisfying job experience to identify what might be getting in the way of forward momentum

You certainly can study the research on peak performance and flow (you could do a Google search and find a lot of resources.) For day-to-day observation of what's going on, I like drawing on my own experience of working in places where we did fine work and most of us loved the job.

Many of these ideas are adapted from my book, *Seizing Moments of Possibility: Ways to Trigger Energy and Forward Momentum on Your Ideas and Plans*. You can [download a copy of my eBook here](#).