ORGANIZATIONAL CHANGE ACCORDING TO CATS

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Objectives

1. Purrrticipants will be able to describe the features of organizational culture.

2. Purrrticipants will be able to identify components for successful organizational change.

3. Purrrticipants will create an action plan for organizational change.
What is your cat personality?
Look at things from new purrrrspectives
Cats don’t know we’re people.
What is organizational culture?

- Culture is made from shared language, customs, artifacts, rites, and celebrations.
- Newcomers learn and adopt the prevailing values, beliefs and language of the culture.
- What defines your organization’s culture?
- What structure(s) drives your organizational culture?
Culture Change

• Organizational change will only take root if it fits the organizational culture.

• Become a learning organization

• Make space for questions and reflection
What is real in perception is real in effect.
Unexamined models can’t change.
Valuing all visions
Readiness for Change

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www.resourcesharingproject.org
www.nsvrc.org
Stages of Change Commitment

Level of Commitment
- Contact
- Awareness
- Understanding
- Positive Perception
- Adoption
- Institutionalization
- Internalization

TIME
Openness to Change
Natural Response to Change
Purrrrfecting a Plan

Assess the organization’s strengths, habits, and environment.

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Vision

There's space between your vision and your current reality.

“The gap is the source of creative energy” (Senge, 1990, p. 150).
Impact, influence, and leverage

**Impact:** Individual change in knowledge, skill, behavior, conditions

**Influence:** Changes to norms, systems, practices, partnerships

**Leverage:** Changes in partner/community strategies
Happy cats are good cats. Usually.

Finding the right motivators

Working from strength

Empowerment
Shared Vision

“When people truly share a vision they are connected... shared visions derive their power from a common caring” (Senge, p. 206)
Co-creating a vision empowers workers and gives rise to new ideas and strategies.
Planning...or portraiture

Planning

- Impact
- Influence
- Leverage
- Engagement

Portraiture

www.resourcessharingproject.org

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The End
Meow at us!

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