



Stomp the Elephant in the Office

by Steven W. Vannoy and Craig W. Ross

Elephant-Stomping Group Handbook

Elephant-Stomping Group Agenda #3 Part Three: Delivering Elephant-Free Productivity

Meeting Opener:

1. What progress have you made with moving your Leadership Lock forward?
 - a. What specifically did you do to move it forward?

 - b. What short-term results are you seeing? What long-term results are you anticipating?

2. To what extent does your organization rely on change to be successful? (Chapter 11, page 65)





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3. What is an example of a change you've been a part of that was successful?

a. Which of the 3 Conditions That Support Change were honored and how? (Chapters 14-16)

b. What difference does it make to your organization and career when you are effective at managing change?

4. Why do the first three steps of the traditional approach to change create resistance? (Chapter 12, page 71)

The 3 Conditions That Support Change,

Chapter 10, page 60

1. Participants in the change process feel good about themselves.
2. The process includes participants' ideas.
3. The process includes participants' motivations.

The Traditional Approach to Change,

Chapter 12, page 71

- Step 1: Identify the problem.
- Step 2: Have an "expert" determine a solution.
- Step 3: Tell people how to change.
- Step 4: Try to overcome the resistance created by the first three steps.

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Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs

1. Are you honoring all 3 Conditions That Support Change at home?
What difference will that make?
2. What are your internal motivations at home? What is most important to you regarding your family? Why? (Chapter 16, page 101)

Meeting Closer:

5. Who are a few people in your organization that you believe also have the desire to stomp the elephant?
 - a. What ideas do you have to engage them in this important work?

6. Regarding your Leadership Lock, what specific situation, relationship or process will you focus on moving forward by your next Elephant-Stomping Group meeting?
 - a. Why is this important to you?

 - b. What are two specific ways you will move it forward? Can you apply the 3 Conditions That Support Change? If so, what is your plan for doing so?

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