

Secrets of the Caterpillar

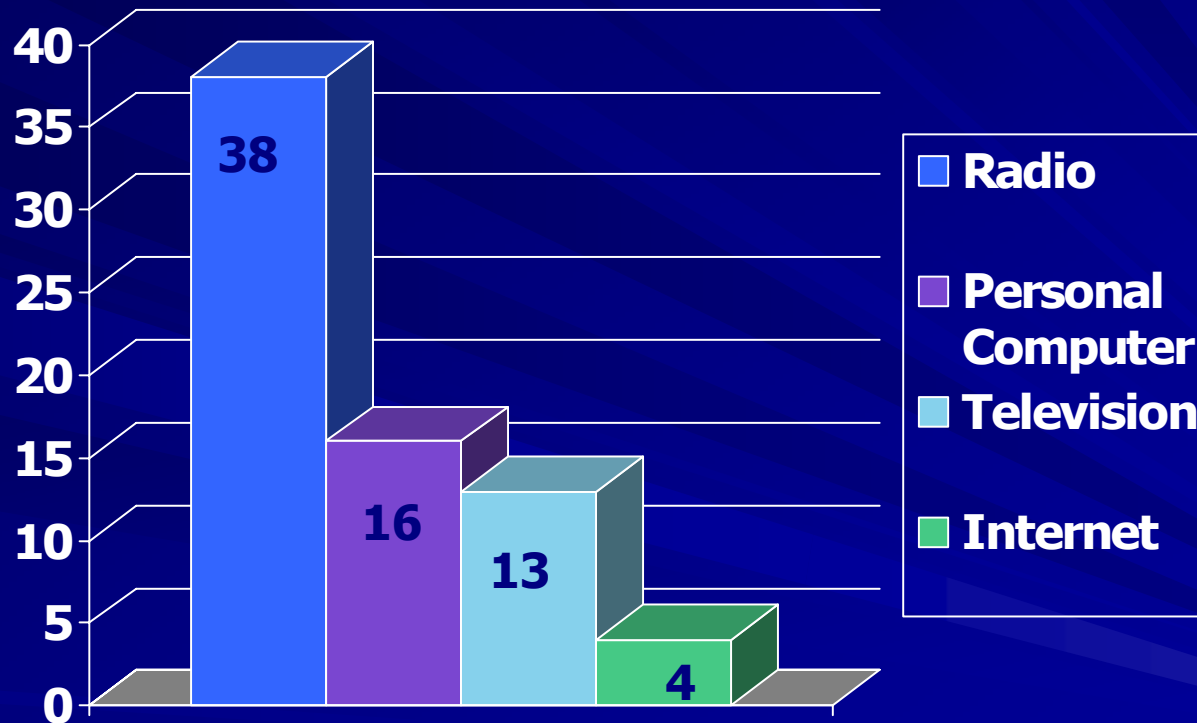


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Quantifying Rate of Change in Technology



The Paradox of Change



The Plight of Change Efforts

Individuals Fail to:

- Clearly define vision and goals
- Acquire appropriate support
- Commit
- Address all necessary structures
- Lack of action & discipline
- Utilize Support
- Establish guiding principles

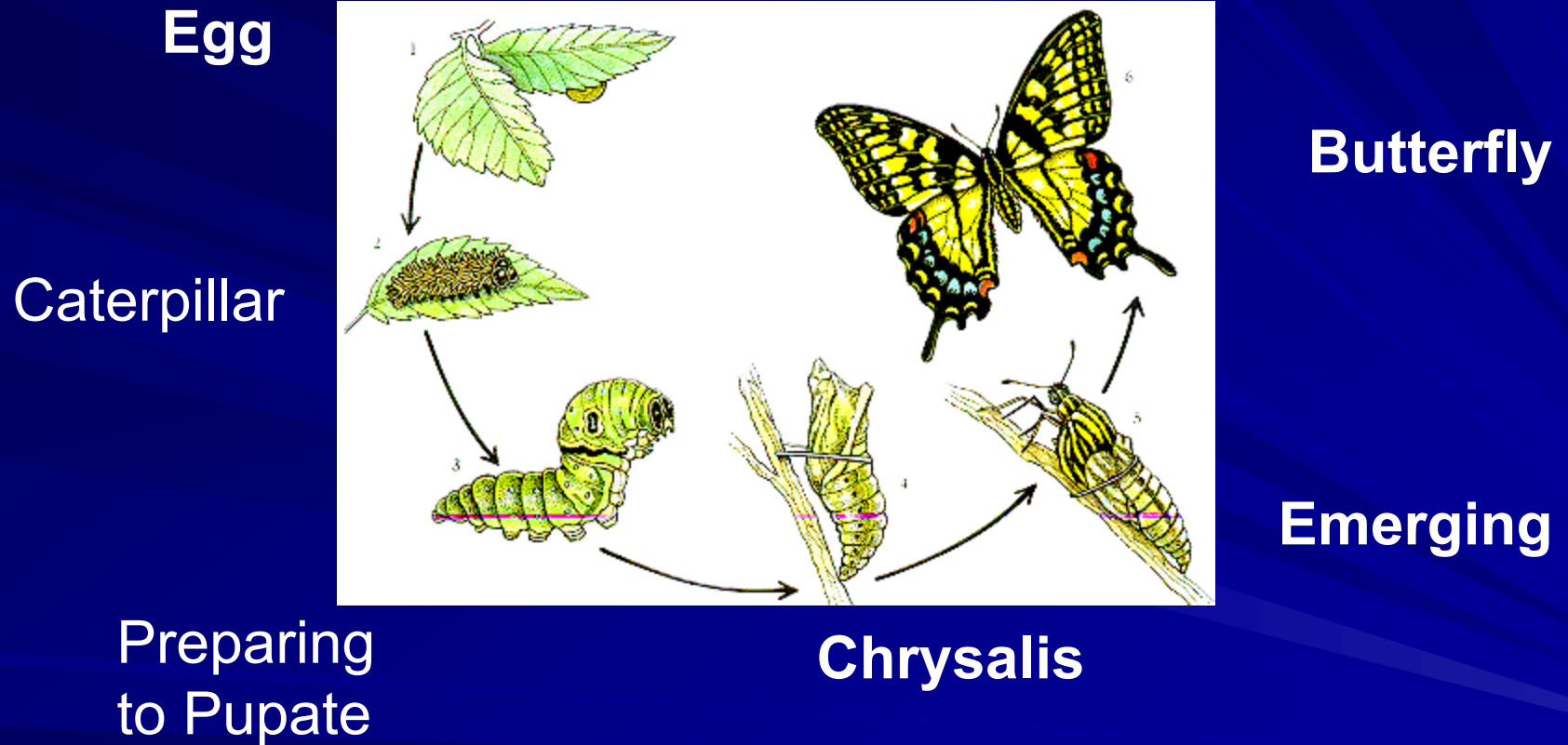
- Communicate

Organizations Fail to:

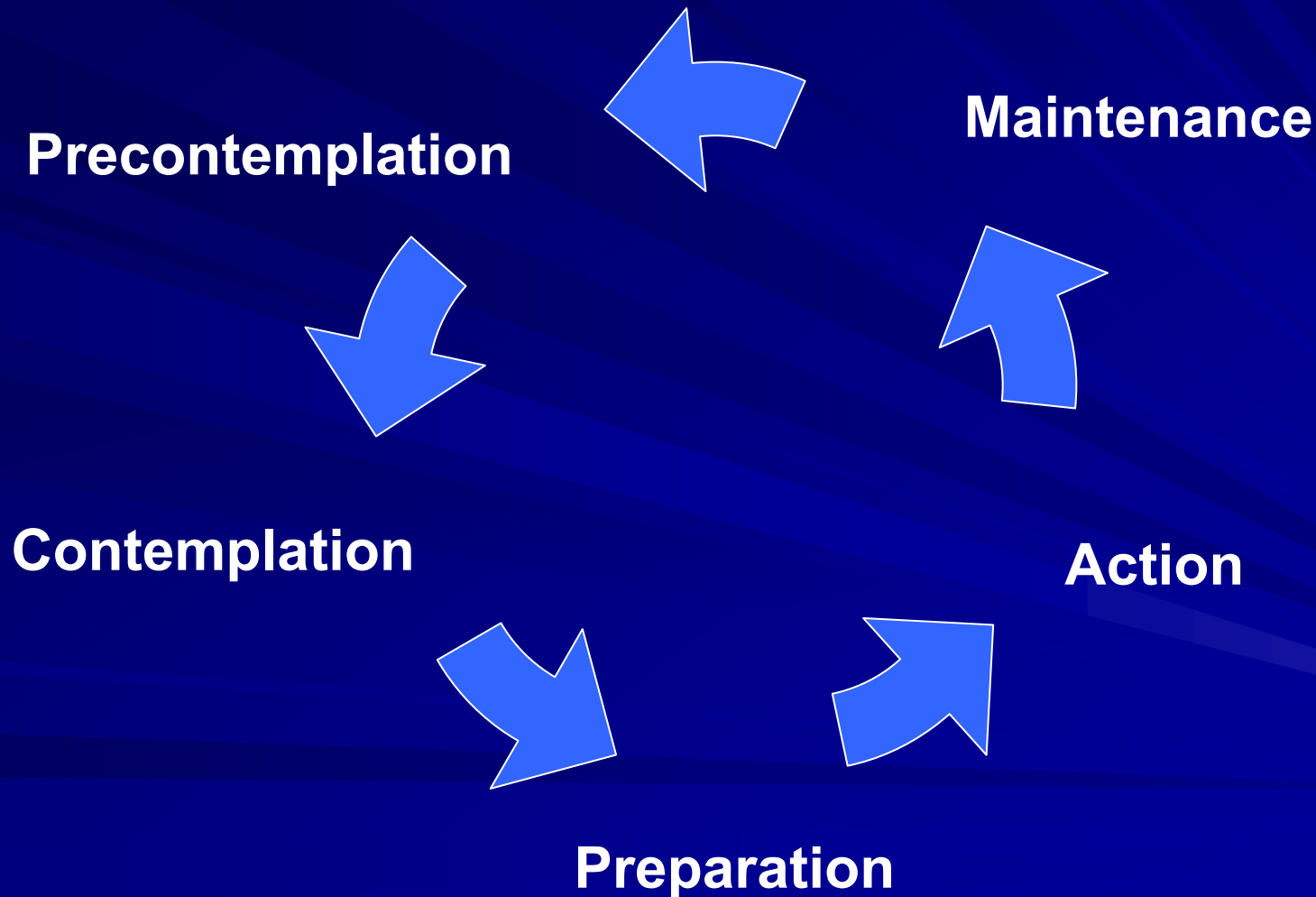
- Clearly define vision and goals
- Acquire sponsorship/support *
- Commit appropriate resources
- Address all necessary structures
- Coordinate people & processes
- Comprehend time requirements
- Account for competing crises & unforeseen problems
- Involve and empower all who are affected

- Communicate effectively

1. Caterpillar's Process of Change



Prochaska's Process of Change



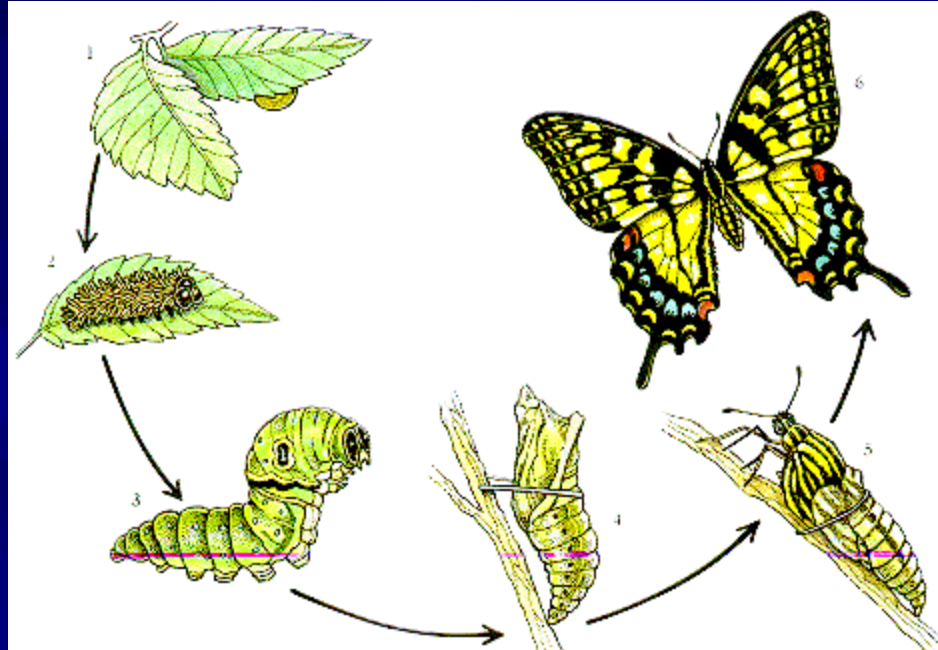
Caterpillar's Process of Change

Egg

Precontemplation

Caterpillar

Contemplation



Butterfly

Maintenance

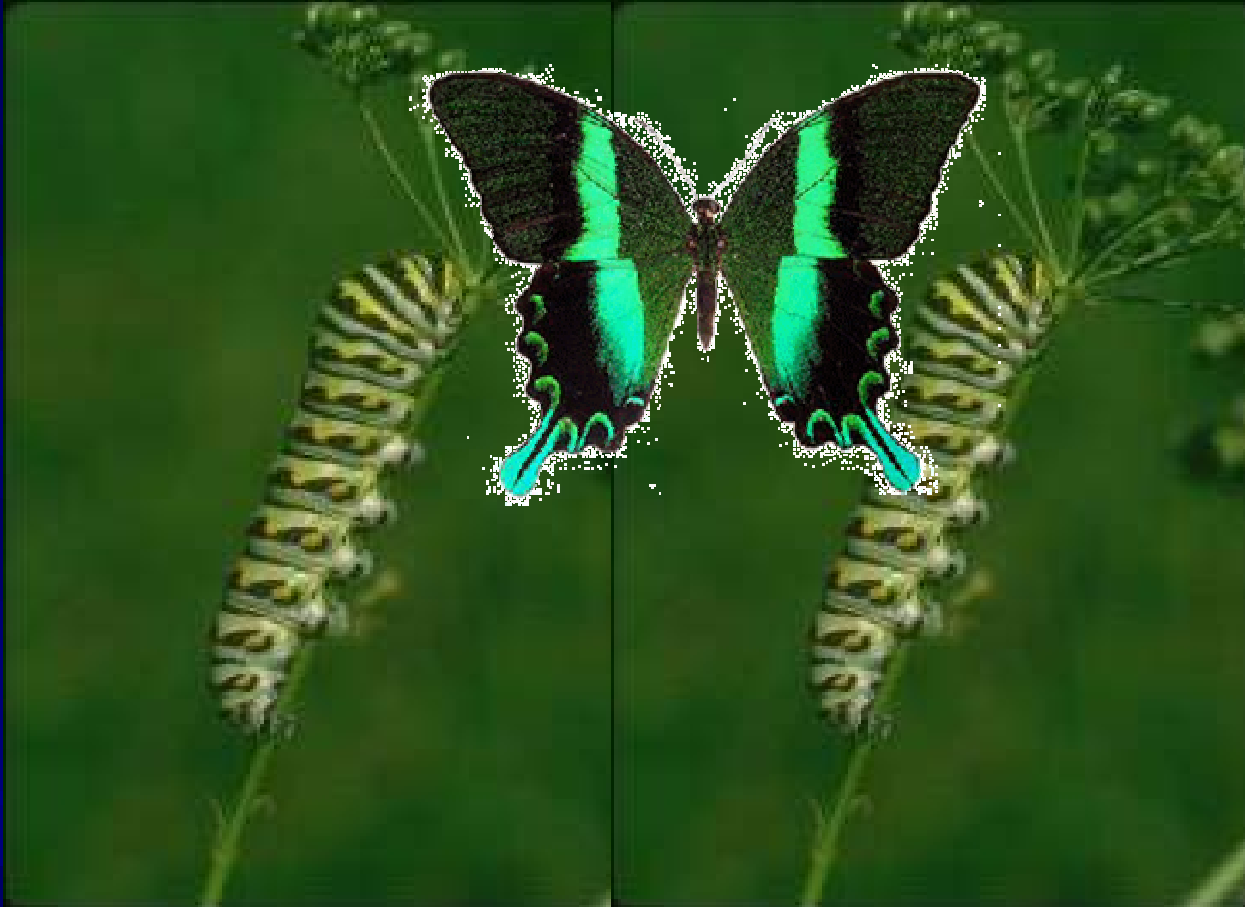
Emerging

Action

Preparing to
Pupate
Preparation

Chrysalis
Action

Imagination & Creativity



Some look at the world and ask 'Why?' I dream of a world that isn't yet and ask, 'Why not?' - Robert F. Kennedy.

Hold a Future Vision



Have Faith



And so faith is closing your eyes and following the breath of your soul down to the bottom of life, where existence and nonexistence have merged into irrelevance. All that matters is the little part you play in the vast drama. -- Real Live Preacher

Build Support



- Set up Environment
- Find Supportive People, Structures, & Resources
- Devise a Plan
- Measure Milestones
- Celebrate
- Communicate

**“The more things change, the more they remain...insane”
– Michael Fry & T. Lewis, Over the Hedge, 2004**

Take Action

- Implement the Plan
- Measure Progress
- Make Adjustments



"The vision must be followed by the venture. It is not enough to stare up the steps - we must step up the stairs." --- Vance Havner

Stay Committed and Focused



“Nothing will work unless you do.” -- Maya Angelou

“Plans are only good intentions unless they immediately degenerate into hard work.” Peter Drucker

Let Go of the Past



All the art of living lies in a fine mingling of letting go and holding on
--Henry Havelock Ellis

Do the Inner Work

- Change is a Heroic Journey
- Courage to be a Stand Change
- Understand the positive and negative forces
- Continuously Reflect



“If you don’t stand for something, you’ll fall for anything” -- Malcolm X

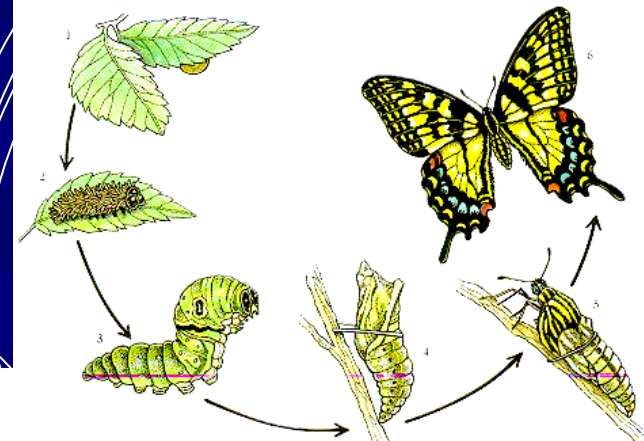
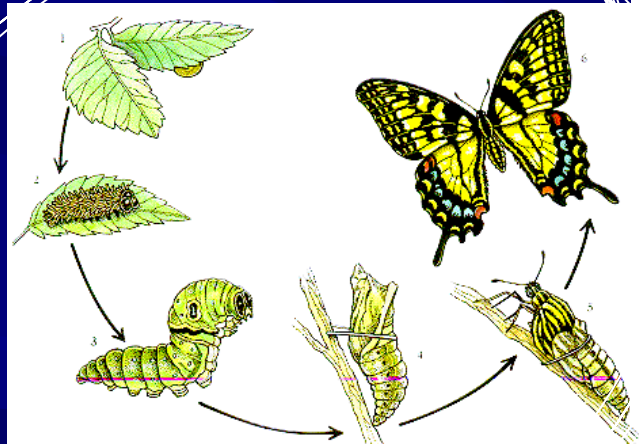
Expect Ambiguity, Breakdowns, and Sticky Messes



You must have chaos within you to give birth to a dancing star. ...

--Nietzsche

Learn & Change Continuously



"We must always
change, renew,
rejuvenate ourselves;
otherwise, we harden." --
Goethe

Follow Your DNA

“Accept your potential, you already have it in you.”



Photo by M.C. Thomas

A Prayer

“Oh Lord, I ain't what I oughta be - I ain't what I wanta be - I ain't what I'm gonna be - but oh Lord I thank you that I ain't what I usta be.” -- Anonymous

