

CHALLENGES TO ORGANIZATIONAL CHANGE: HOW TO FACILITATE YOUR ORGANIZATION'S CHANGE PROCESS
 Presented and facilitated by **Mark Pixley, Leadership Inc**
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WHAT IS BLOCKING CHANGE FROM HAPPENING IN YOUR CHINA OPERATIONS?						
CAPABILITIES	SELF INTEREST	UNDERSTANDING NEED	TRUST	CULTURE DIFFERENCE	STRUCTURE	GOAL
Inability to solve problems as a team	Unsure of impact on personal career	Short term thinking, no long term thinking	Lack of trust in peers	Different cultures in top management (and language)	Existing structure emphasizes local autonomy	No vision – blurred and different at different levels
People need fix orientation	Uncertainty about future, change, career, own interest	Customer's satisfaction with existing system	No trust (the people don't believe the reasons the company say)	Clash of cultural perception of change	Communication – long time/distance communication line with Headquarters	No transparency about the real target (situation)
No time to change	People are afraid that they will lose power with change	Why change... it worked well before				
Lack of tracking	Traditional skills versus new systems (Holding on to knowledge)	People are not convinced by reasons for change				
Slow and not effective implementation						