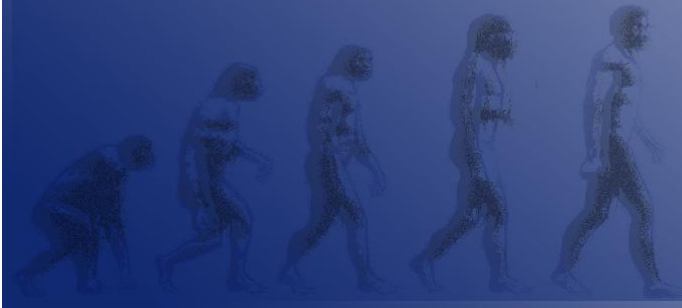


# Change

## The Purpose for Projects

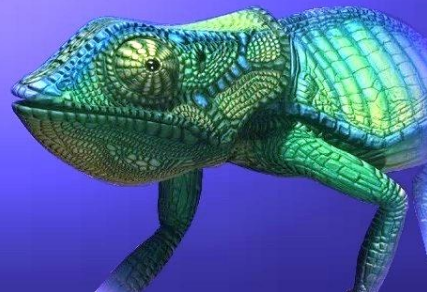
Steven M. Fullmer , PMP



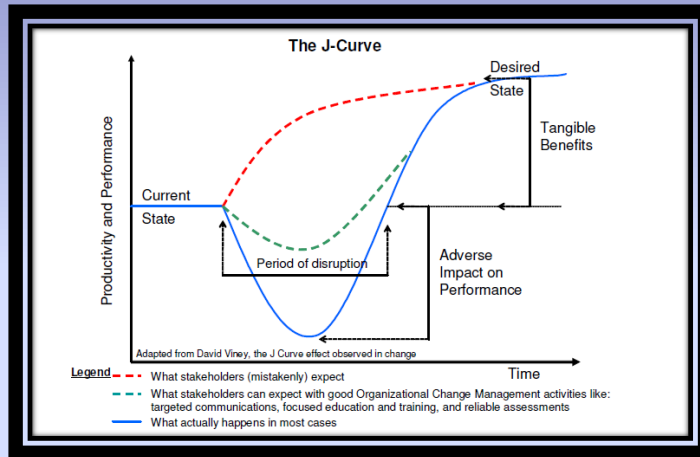
“Management is much more about maintaining processes, disciplines and systems than changing them.

Strong leaders on the other hand, while maintaining stability, must have vision, creativity, and perhaps most importantly, the ability to influence others to follow and support them in the challenges of moving an organization into uncharted and often highly risky territory.”

-Richard Branson



## The Change Curve

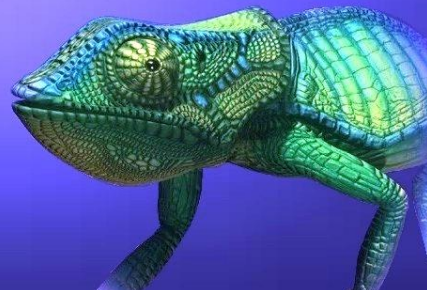


David Viney (2010)

3

Individually we contribute,  
together we transform

-Various





### Project Management Purpose

Organize the Chaos of Change

Progressive Elaboration



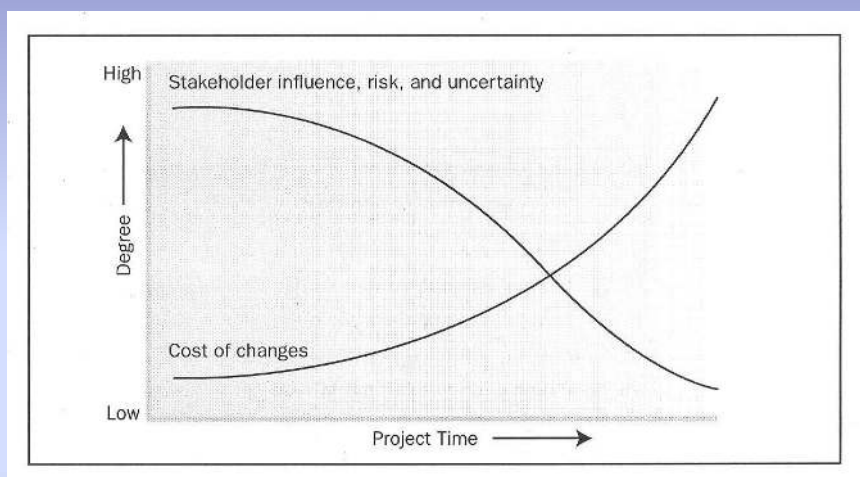
## Project Life Cycle

Predictive  
Iterative and Incremental  
Adaptive

change  
change  
change



## Impact of Changes Over Time



Reference p. 40, *PMBOK® Guide - 5th Edition*

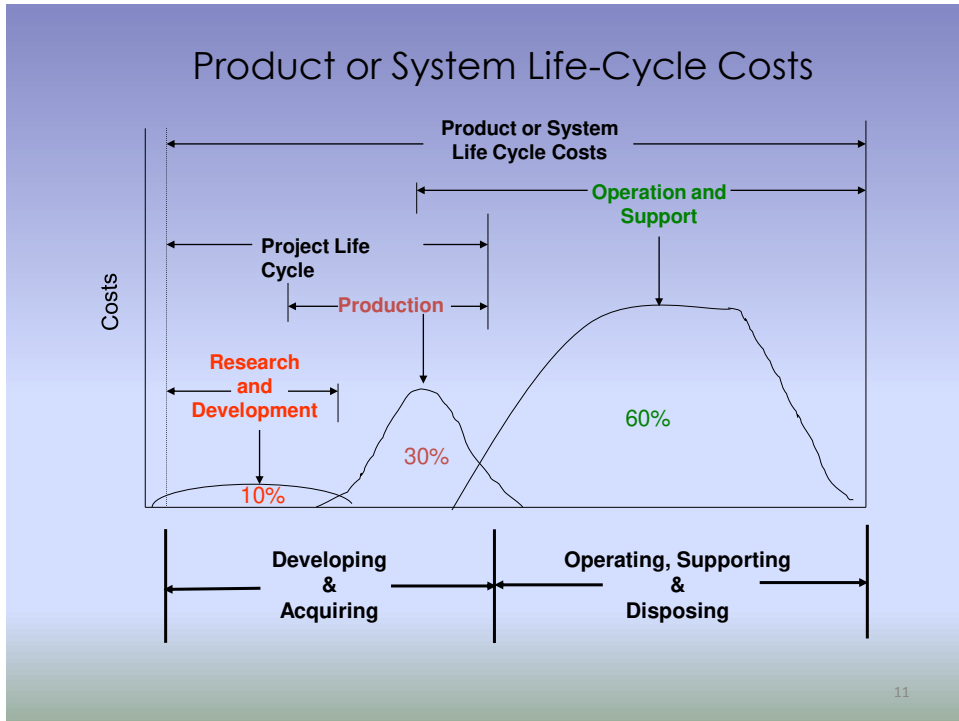
# Chaos Theory



# Double Rod Pendulum

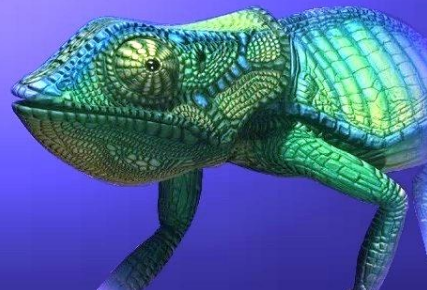
[https://www.youtube.com/watch?v=QXf95\\_EKS6E](https://www.youtube.com/watch?v=QXf95_EKS6E)

Created by Paul Nathan



“Certainly the game is rigged.  
Don't let that stop you; if you  
don't bet, you can't win.”

- Lazarus Long



# Entropy

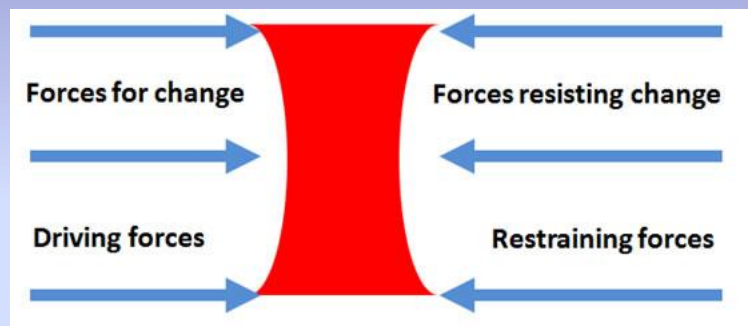
Lack of order or predictability

A state of existence

“Life is a struggle against entropy”

Because we can

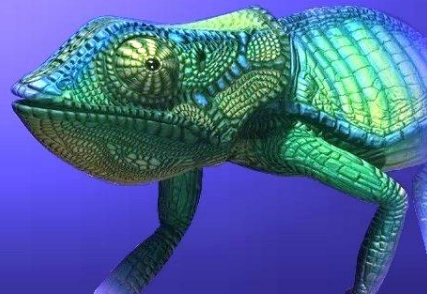
# Force Field Analysis





“When shift happens in our life  
it’s about the response more  
than it is about the shift.”

-Retired Army Brig. Gen. Becky Halstead

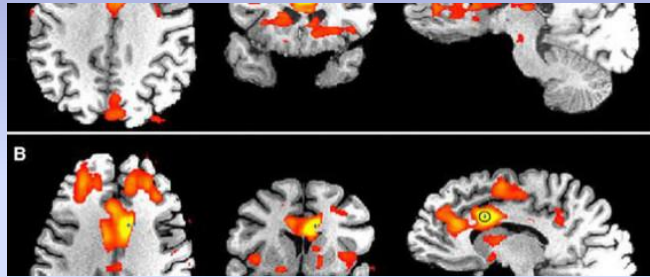


## The Limbic System and Reticular Formation





# Pain and Perseverance

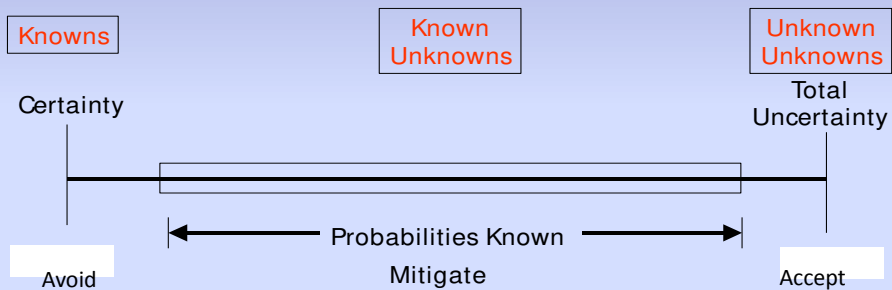


Risk Appetite

Risk Tolerance

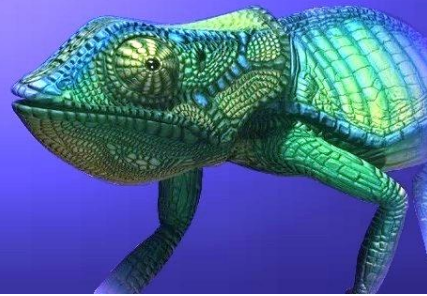
Risk Threshold

## Spectrum of Response



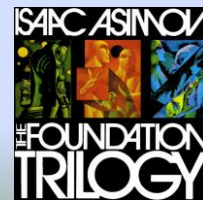
"The saddest aspect of life right now is that science gathers knowledge faster than society gathers wisdom."

- Isaac Asimov

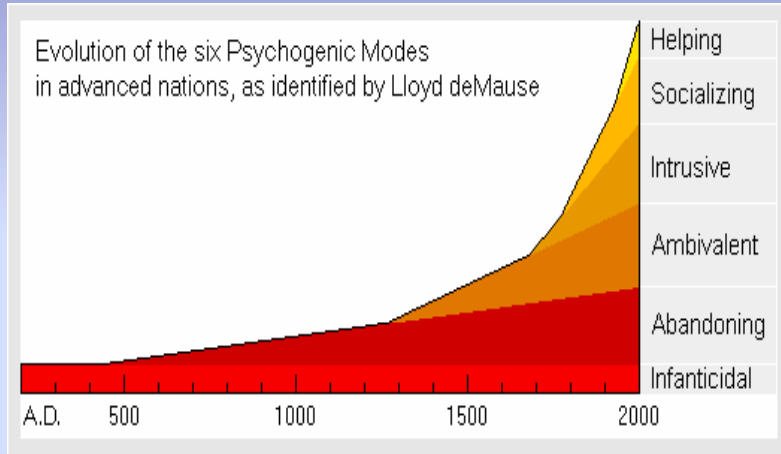


## Psychohistory - Fiction

Hari Seldon spent his life developing a branch of mathematics known as psychohistory, a concept of mathematical sociology. Using the laws of mass action, it can predict the future, but only on a large scale. Seldon foresees the imminent fall of the Galactic Empire, and creates the Foundation to prevent 30 thousand years of darkness.

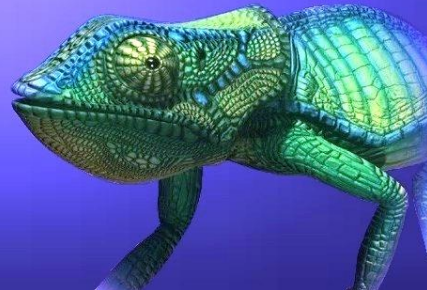


## Psychohistory - Practice



“Those who cannot remember  
the past are condemned to  
repeat it.”

- *George Santayana*



## Change Quotient

Engage the Brain

Inspire the Heart

Motivate the Hands

## Emotional Intelligence

Ability Model

Trait Model

Mixed Model

# Tribal Leadership (2008)

Stage	Mood	Theme
5	Innocent Wonderment	"Life is Great"
4	Tribal Pride	'We're Great"
3	Lone Warrior	"I'm Great (and you're not)"
2	Apathetic Victim	"My Life Sucks"
1	Despairing Hostility	"Life Sucks"

from *Tribal Leadership* by Dave Logan, John King, and Halee Fischer-Wright

"You might not like the stepping stone that you are on now, but each one leads to the future."

- Jim Rohn

