



The Big C of Change

I hate to tell you this, but Durant's Law of Depressing News says that life will always present a succession of changes to our life and space.

Reflect for a moment and think about the numbers of new things and people who have entered your life and invariably changed it. Just when you think you have the old one down pat, along comes another. Another business process reengineering, 360° evaluation process, your children leave home, you change jobs.

Will this be *the* last time, the answer, have we finally learnt life's secrets? Informal research indicates that we and many organizations spend a lot of time "rearranging the deck chairs on the Titanic."¹ Change can be very traumatic for us but is an integral part of our humanness.

This is the fourteenth issue of *Follow-up* and I believe it is time to change it. It may be becoming my Titanic, and I never was much good at navigating around icebergs! In some ways, because it is my own newsletter, this evaluation process might be less traumatic than someone else telling me "You need to change it," but it is still difficult.

We become very attached to our inventions and, like children, they "grow up" and need to be set free. We need to take a hard look at what we are doing. Can we do it better? So *Follow-up* is going through a growing phase at the moment. Actually, it is going through

a shrinking phase, from four pages to two!

Change is a standard component of our language and our current experiences. As organizations and people continue to change, we must continue to ask, "Am I utilising myself and my resources in the best way?" For example, I need to know, do *you* care whether or not you get a copy of *Follow-up*? As it is my "child," I may not want to hear that you may be throwing it instantly into the recycling box, but if you are, then as you are my customer, I need to know that information and I need to decide how to handle it. Is it the best use of my time right now? Does it serve any purpose other than gratifying my desire to be published? Could the universe be better served by my using my time, energy and money elsewhere? Should I

be getting out of print and onto the Internet with my very own Web page?

The answer to all our changes lies in our willingness to be curious about the events in our lives, be open to looking at them through different glasses and asking those who know us for their ideas, input and, most importantly, support.

(So do please let me know your ideas — see the enclosed sheet, prizes will be given!)

¹ Quoted on page 102 of *Seven Habits of Highly Effective People*, Stephen Covey, Simon & Schuster, Fireside Books 1989.

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14 issues on in ninety-six

It's time for a review.

We believe that change is "cool"

A time to stand right back,

So this issue of our words takes a somewhat different tack.

We'd like to have your input, we'll give goodies to the best,

Web page, e-mail, scrap it, you tell us, we'll do the rest.