

Yes we can!

by Robin Wheeler

From change management to transformation and beyond

Change is happening so significantly that it is no longer adequate to call it that. Change is ordinary - what we are going through now is transformation.

Whereas you could fool yourself in the past that you were managing change, now you have to concede that you cannot manage transformation. Change is from one strategy to another, planned and rolled out, with variables, whereas transformation is to the unknown.

In transformation, everything is variable. The factors are multiple; the combined effect is compound. Change management applied when people and organisations were presumed predictable. Transformation is quantum in nature, so you cannot forecast it - you can only be more conscious so that you can respond to it intelligently. Everything now points to growth in awareness as individuals and organisations. Consciousness is in itself intelligent and transformative. Change management involved

using the past as the precedent for future growth, which comprised whatever percentage increase the strategists sought. Transformation is where the planet, the markets, the industry, the organisation and the people are not

Strategic factors

1. Evolution is accelerating logarithmically on all fronts.
2. The market is transforming to the point where the entire financial system may collapse, quickly. This is good because it is not serving the whole anyway.
3. Commodities as we know them are falling away and new ones are emerging. These are increasingly based on pressing need and responsive innovation in line with global well-being and individual awakening.
4. The currency of exchange will revolutionise, as well as the nature, structure and processes of business along with it.
5. People want to live to the full through what they do for a living, and make a meaningful contribution to the world. Only organisations that offer them a chance to do that will thrive.
6. The crumbling of the old is the way to the new, and hardship contains opportunity.
7. Receptiveness and responsiveness to transformation, through present moment awareness, is the only intelligent approach. This translates into spiritual awakening as individuals and organisations.

