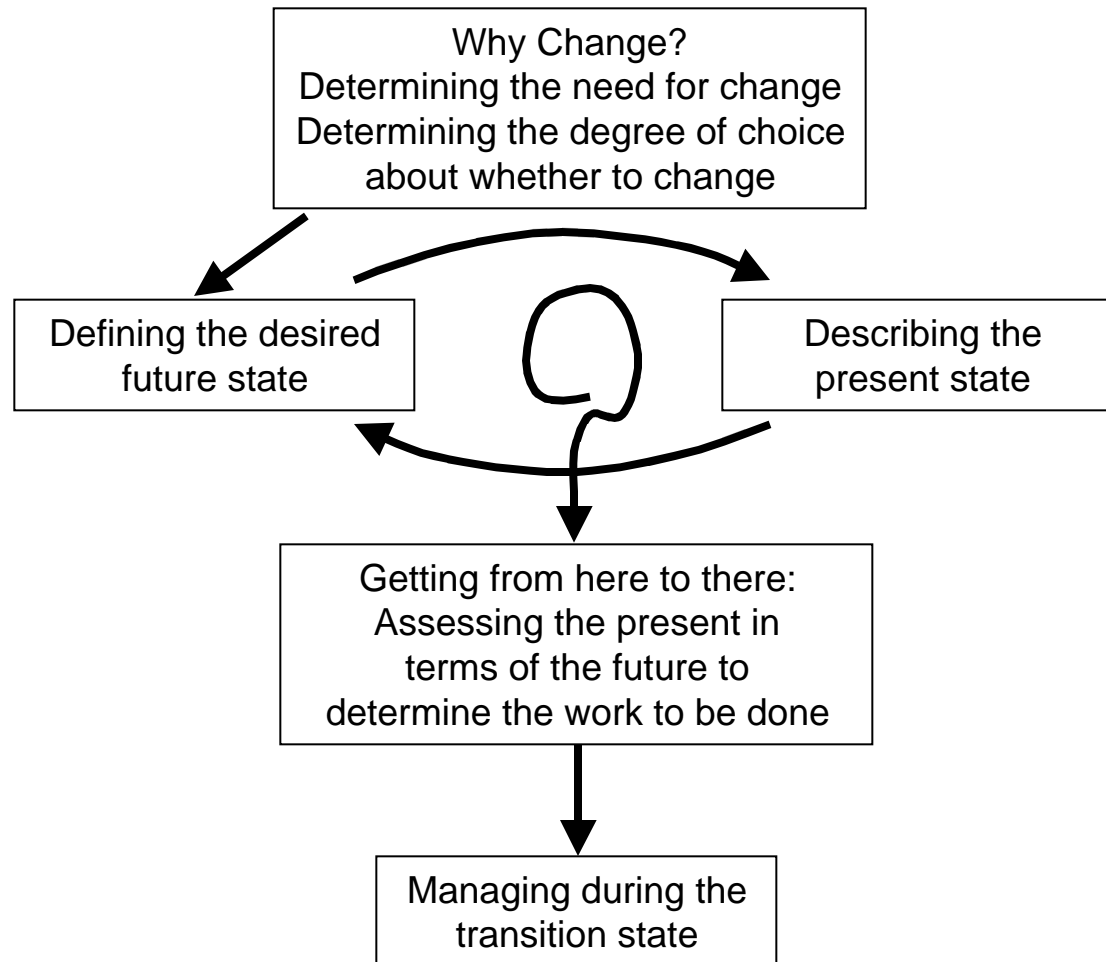


Willingness to Change:

Transformation through Innovation and Risk-taking

- 1:30** **George Roth (MIT) Framework for Learning and Change**
- 1:40 Russ Hansen (Raytheon) " Thinking 'Outside the Box' to Streamline Contract Execution")
- 2:20 Chris Forseth (USAF) "The Search for USAF Acquisition Intrapreneurs"
- 3:00 Break
- 3:30 Roy Moore, Jim Beardon (IAM), Bill Whitley, Charles Wetmore, (Boeing) "Quality Through Training"
- 4:40 George Roth (MIT) Framework for Learning and Change Part II

Planned Change Model



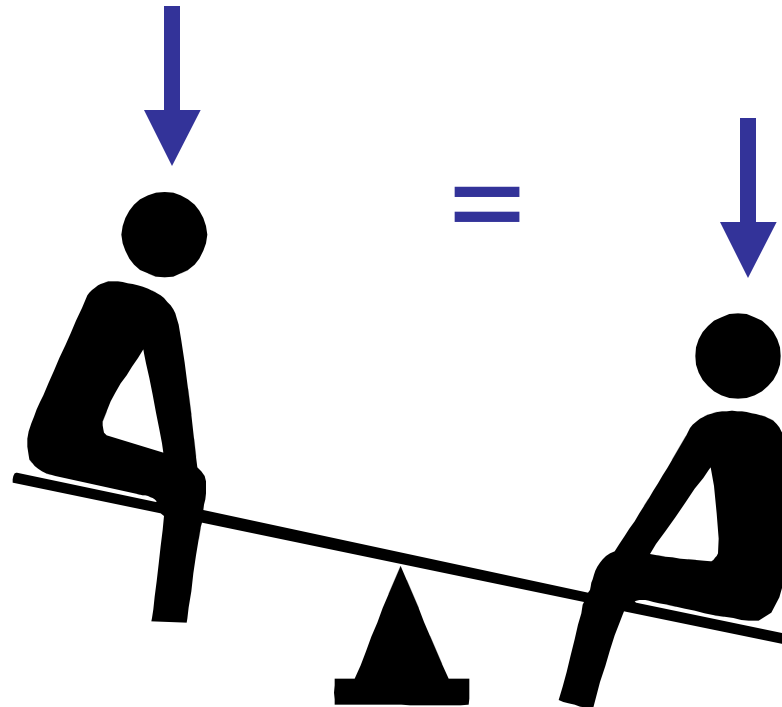
Using Planned Change Model

- Need for change
- Defining future state
- Analyzing present state
- Managing transition
 - Unfreezing
 - Modeling
 - Refreezing

Force Field Analysis

Social systems exist in a state of homeostasis

- the ability or tendency of an organism to maintain equilibrium and hold to the status quo

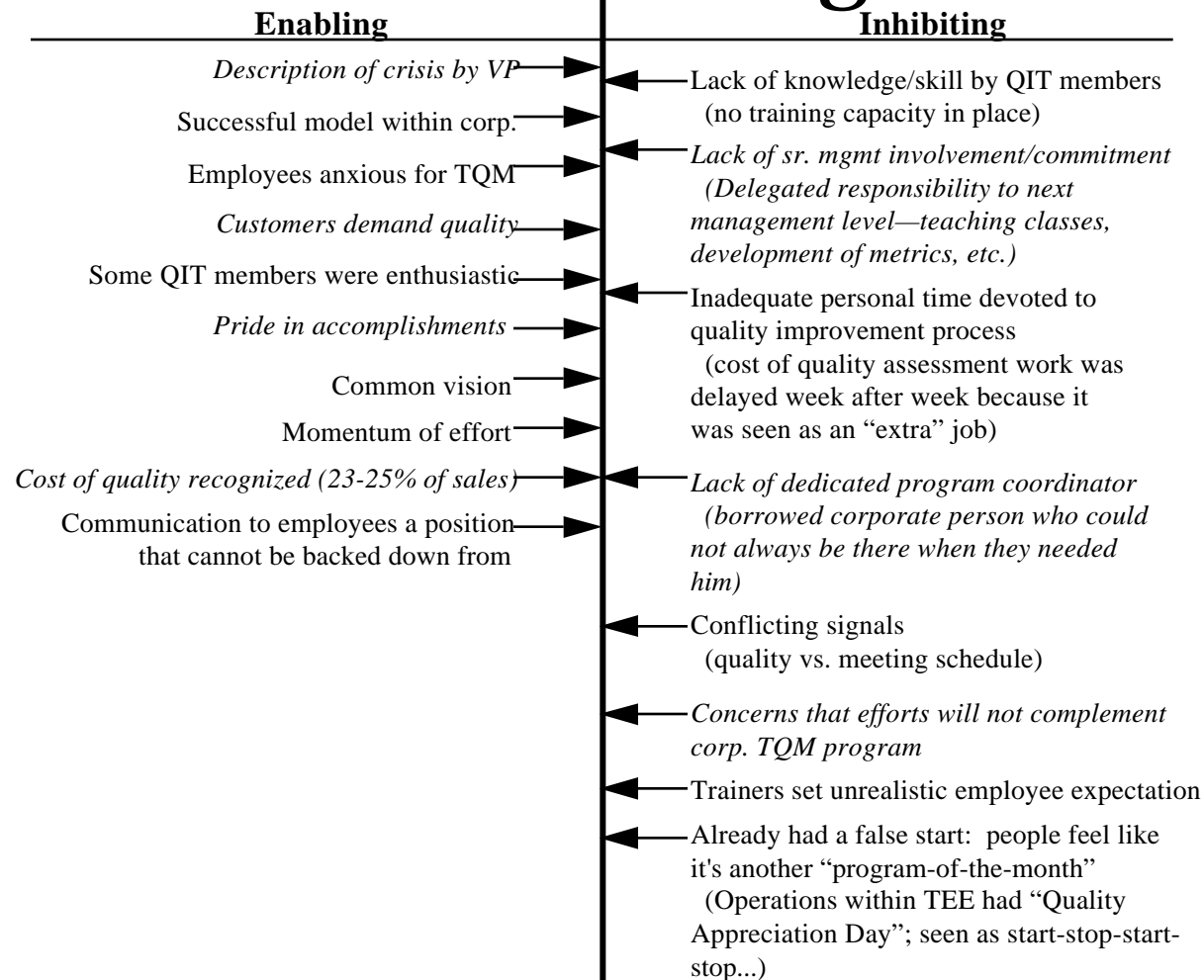


Force Field Analysis

- a conceptual tool to help in the observation (and research), diagnosis and intervention
- involves an inquiry into the enabling and inhibiting forces
- process of change includes active experimentation by increasing enabling forces or relaxing inhibiting forces

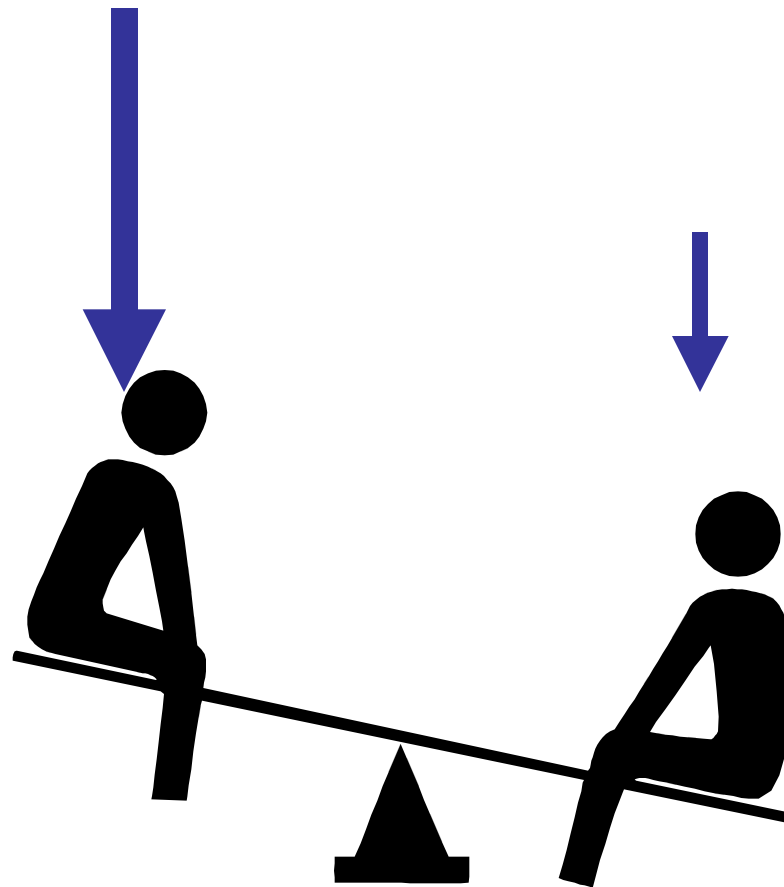
Example: Test, Inc.

Force Field Diagram

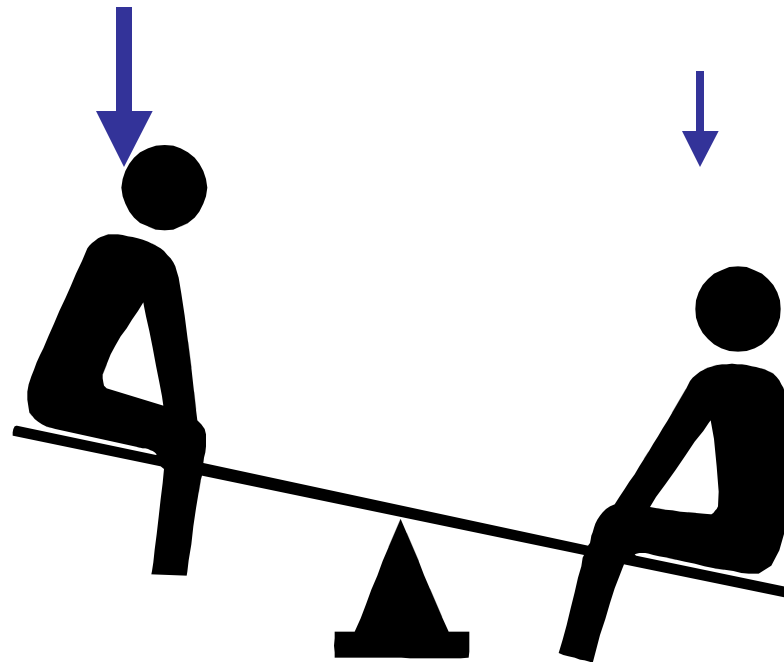


Note: factors listed in italics were indicated by interviewees as most important

Force Field Analysis



Force Field Analysis



Force Field Analysis

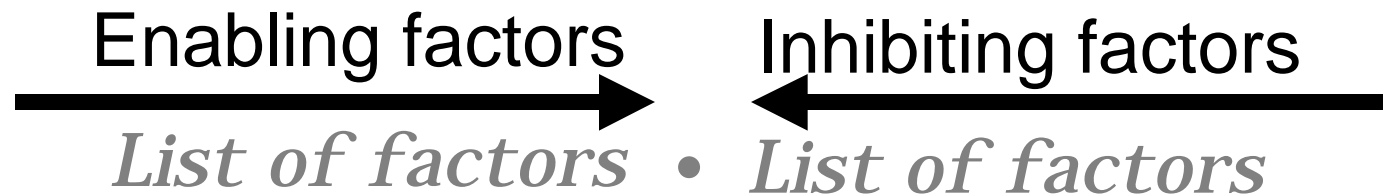
Change in *the system* comes from

- Increasing enabling forces
- Relaxing inhibiting forces

Exercise:

- Take notes by mapping enabling and inhibiting forces in the presentations that follow
- Draw arrows to consider approximate size
- If there aren't enough factors to have system in balance, consider (ask about) what forces you might be missing

Force Field Analysis



Willingness to Change Speakers

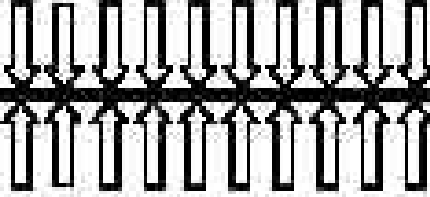
- Russ Hansen (Raytheon)
"Thinking 'Outside the Box' to Streamline Contract Execution")
- Chris Forseth (USAF)
"The Search for USAF Acquisition Intrapreneurs"
- Roy Moore, Jim Beardon (IAM), Bill Whitley, Charles Wetmore, (Boeing)
"Quality Through Training and Health & Safety Institute"

Force Field Analysis

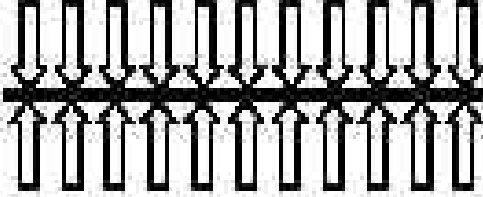
Enabling Forces

Restraining Forces

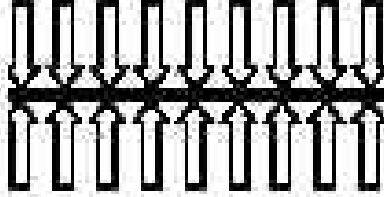
Thinkin' 'Outside the Box' to Streamline Content Creation



The Search for US AP Accredited Instruction



Quality Through Training and Health & Safety Institute

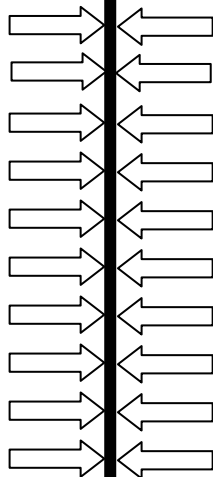


Force Field Analysis

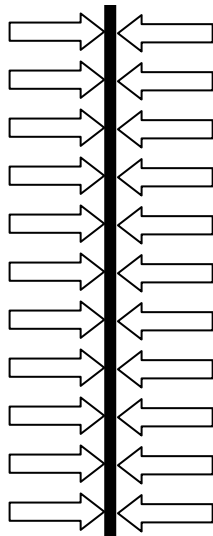
Enabling Forces

Restraining Forces

Thinking 'Outside the Box' to Streamline Contract Execution



The Search for USAF Acquisition Intrapreneurs



Quality Through Training and Health & Safety Institute

