



BIENVENIDOS WELCOME BIENVENUE



CENTRUM
CENTRO DE NEGOCIOS

PONTIFICIA UNIVERSIDAD CATÓLICA DEL PERÚ

PLENARY SESSION 3:

Managing accelerating changes : how to succeed in fast changing environment?

Chairperson: *Dr. Virginijus KUNDROTAS*, Eduniversal ISC member – Eastern Europe, Dean of Adizes Graduate School, USA

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Pontificia Universidad Católica del Perú



5th EDUNIVERSAL WORLD CONVENTION

Managing accelerating changes: how to succeed in fast changing environment?

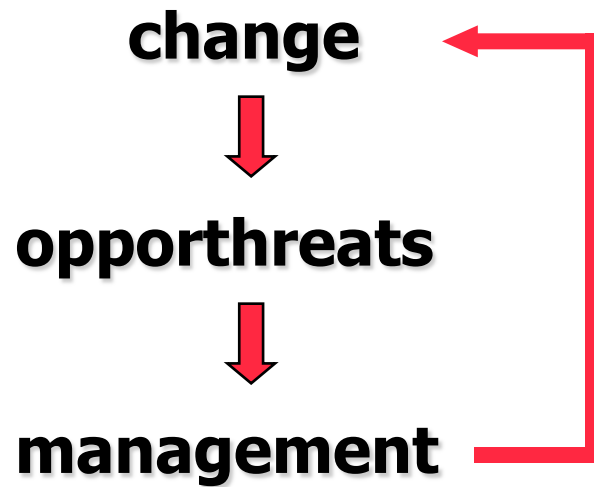
October 18, 2012

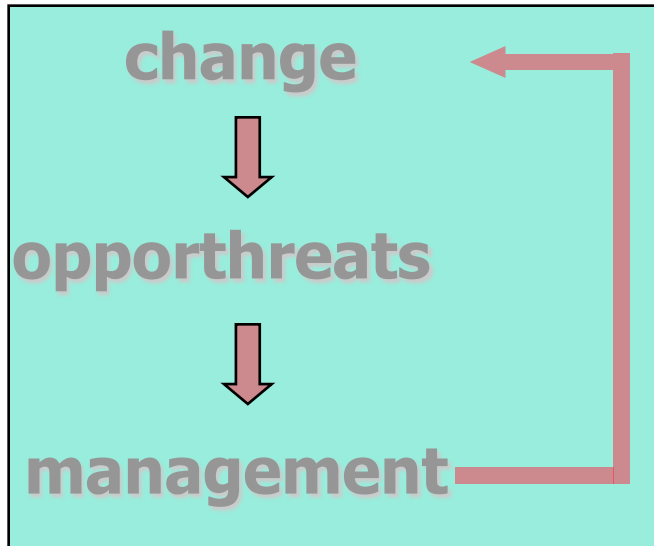
Moderator: Dr. Virginijus Kundrotas,
Eduniversal ISC member – Eastern Europe,
Dean of Adizes Graduate School, U.S.A.

change

opportunities

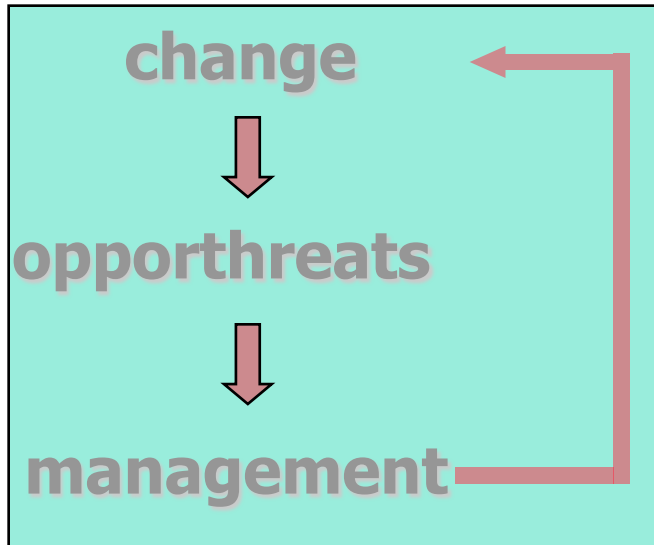
**There are no opportunities
without problems**





**The more the change –
the more...**

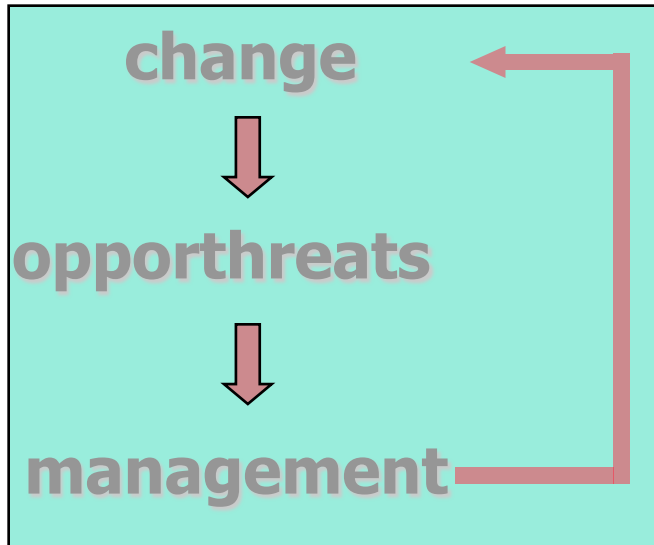
**... the problems!
and opportunities!**



When will we have no more problems?

When we are...

DEAD!



Choices?

To Slow down the change...

or

To ignore the problems...

or

... Manage them better!

How to manage change successfully?

- **Everything is a system**
- **All systems have a lifecycle**



Stones
Stars
Butterflies

- **What happens to an old car?**
- **What happens to an old person?**
- **What happens to an old house?**

Falling Apart!

Disintegration!

**Change causes
disintegration!**

Why?

**All systems are composed
of subsystems**

Subsystems do not change in synchronicity

**All problems are a
manifestation of
DISINTEGRATION**

**Crime is a manifestation of social,
political, economic and emotional
Disintegration!**

**If all problems are caused by
Disintegration, what is the
Antidote?**

Integration!

**Change, but
KEEP IT TOGETHER!**

Rather than

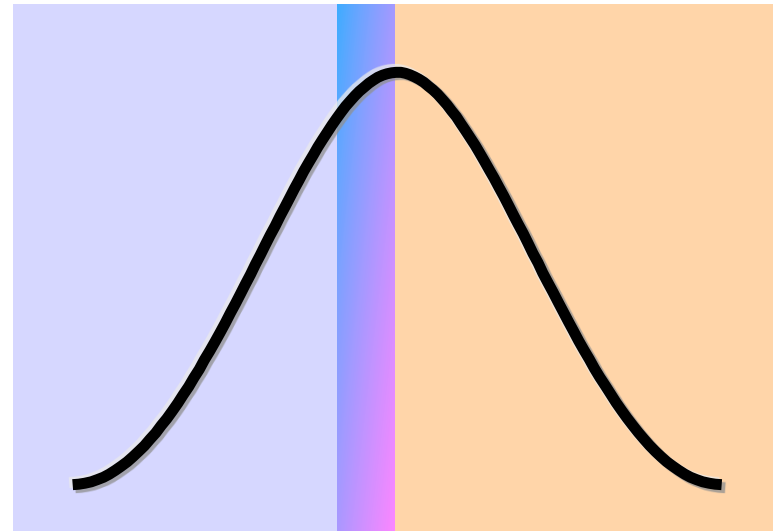
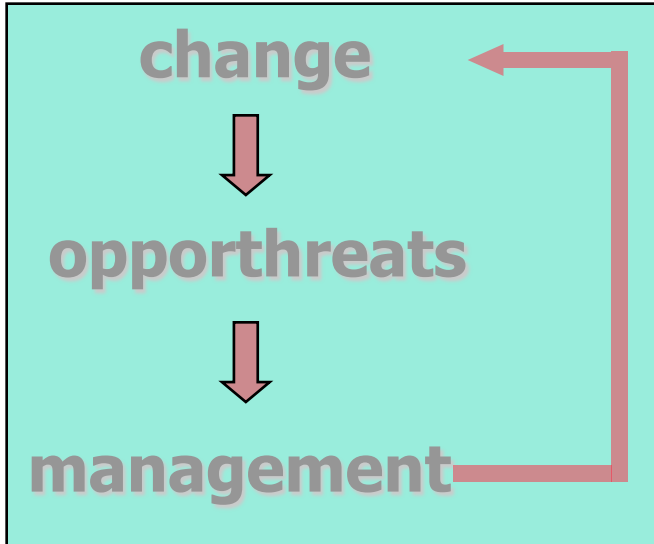
**Keep it together by
avoiding change!**

How to manage accelerated change Without falling apart?

A thick blue S-curve line that starts at the bottom left, rises steeply, and then levels off towards the top right, passing through the text.

Organizational Lifecycles

What is going on?



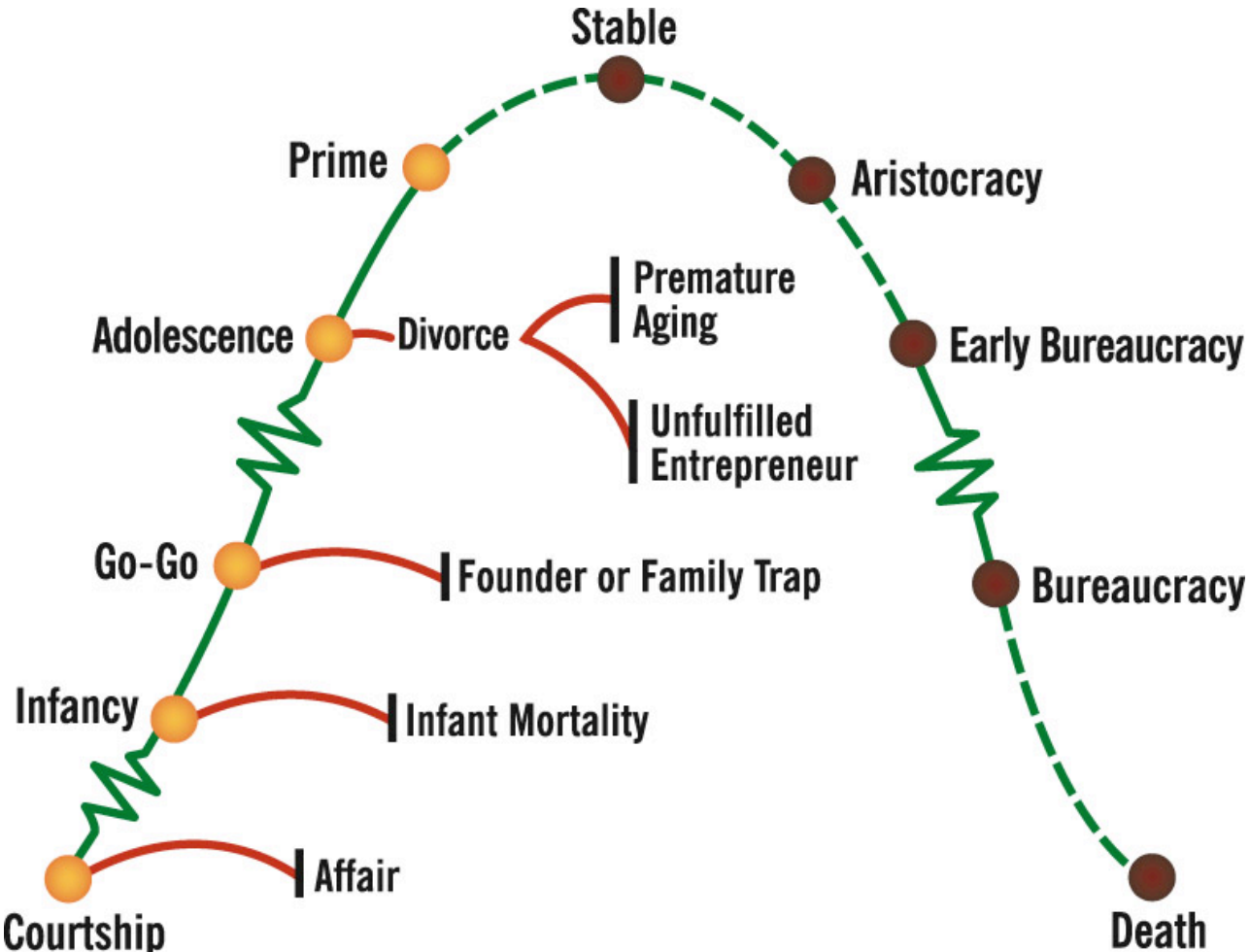
Growing Aging

Fatal

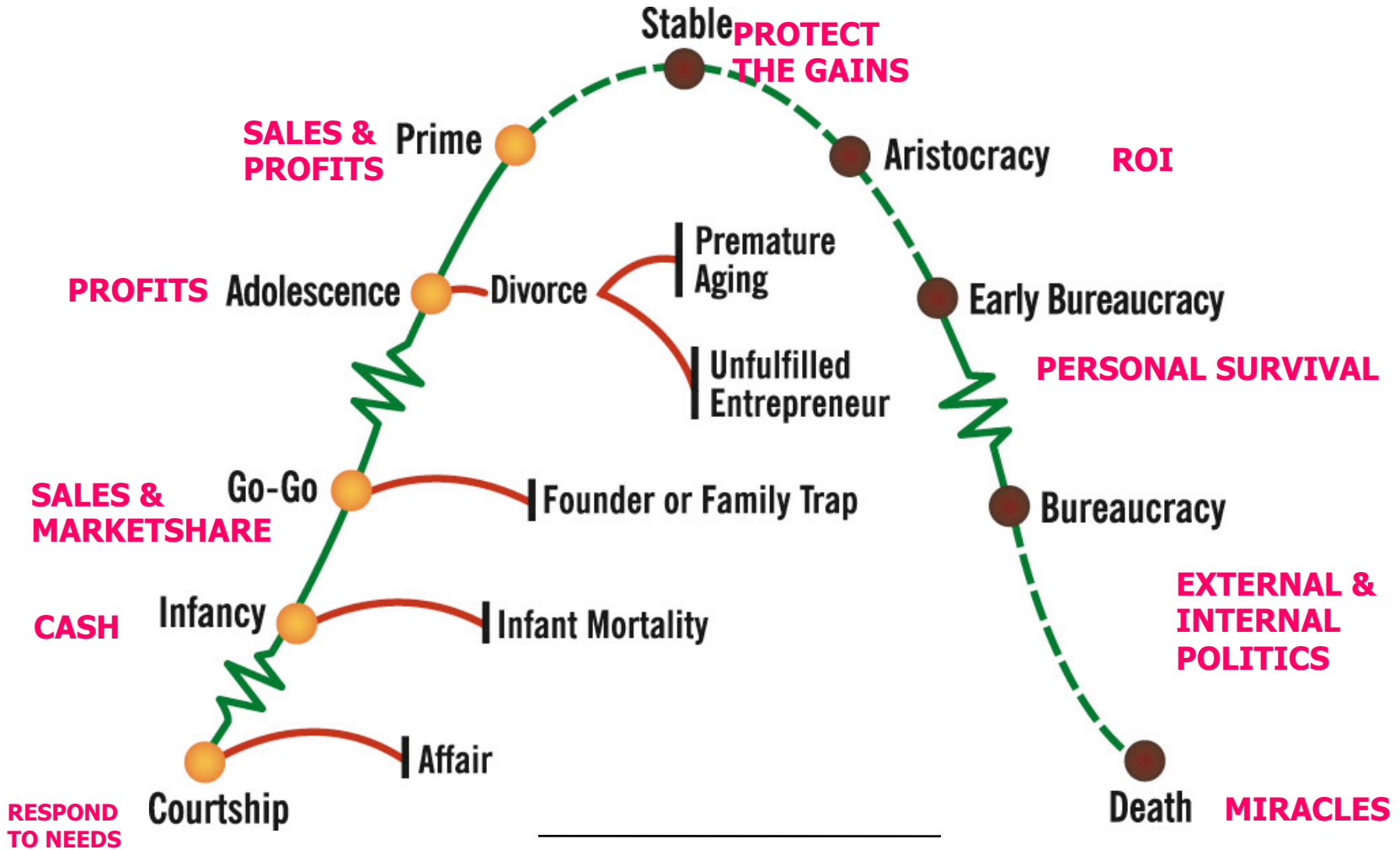
Abnormal

Normal

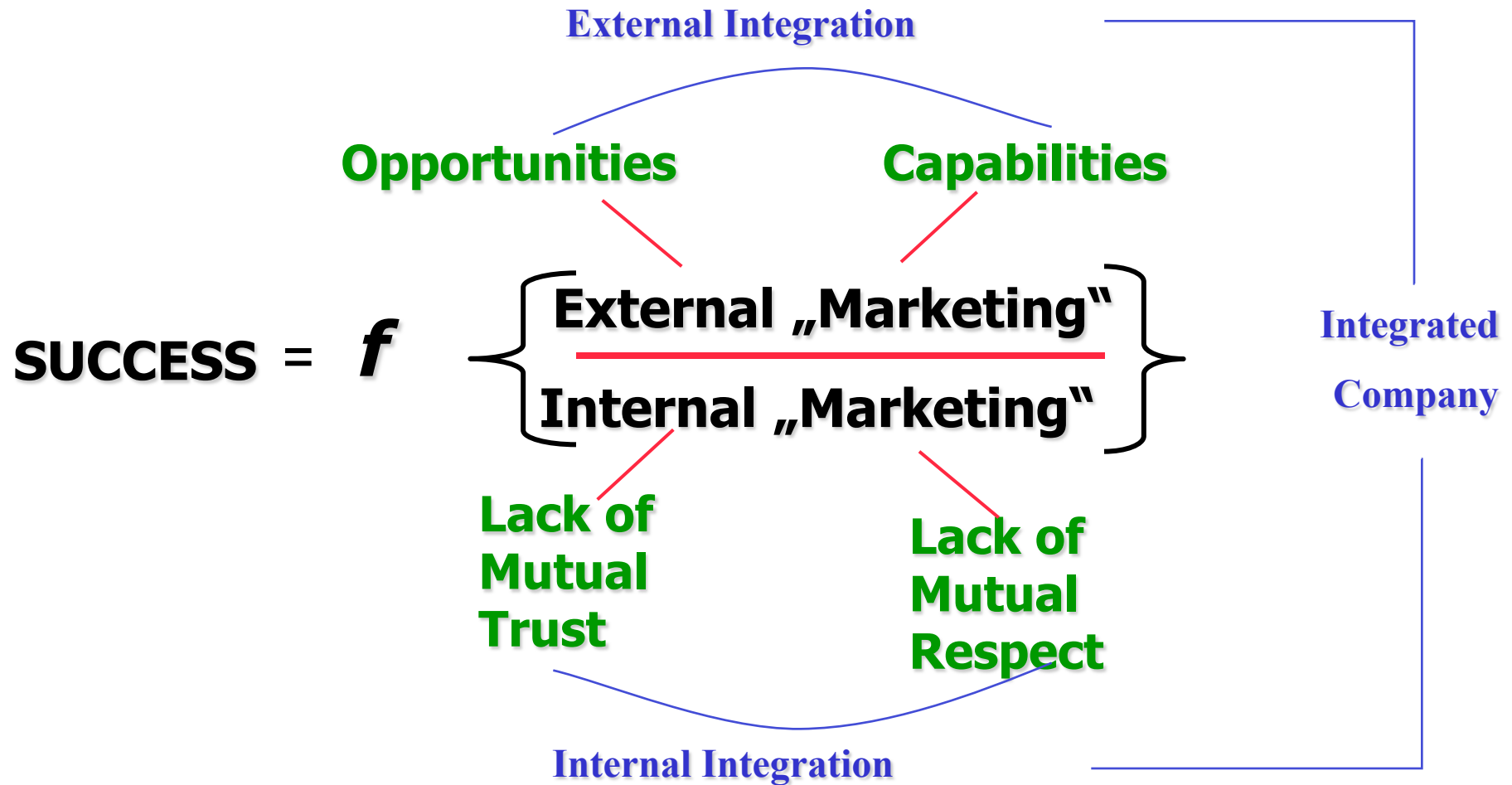
Lifecycle of an Organization

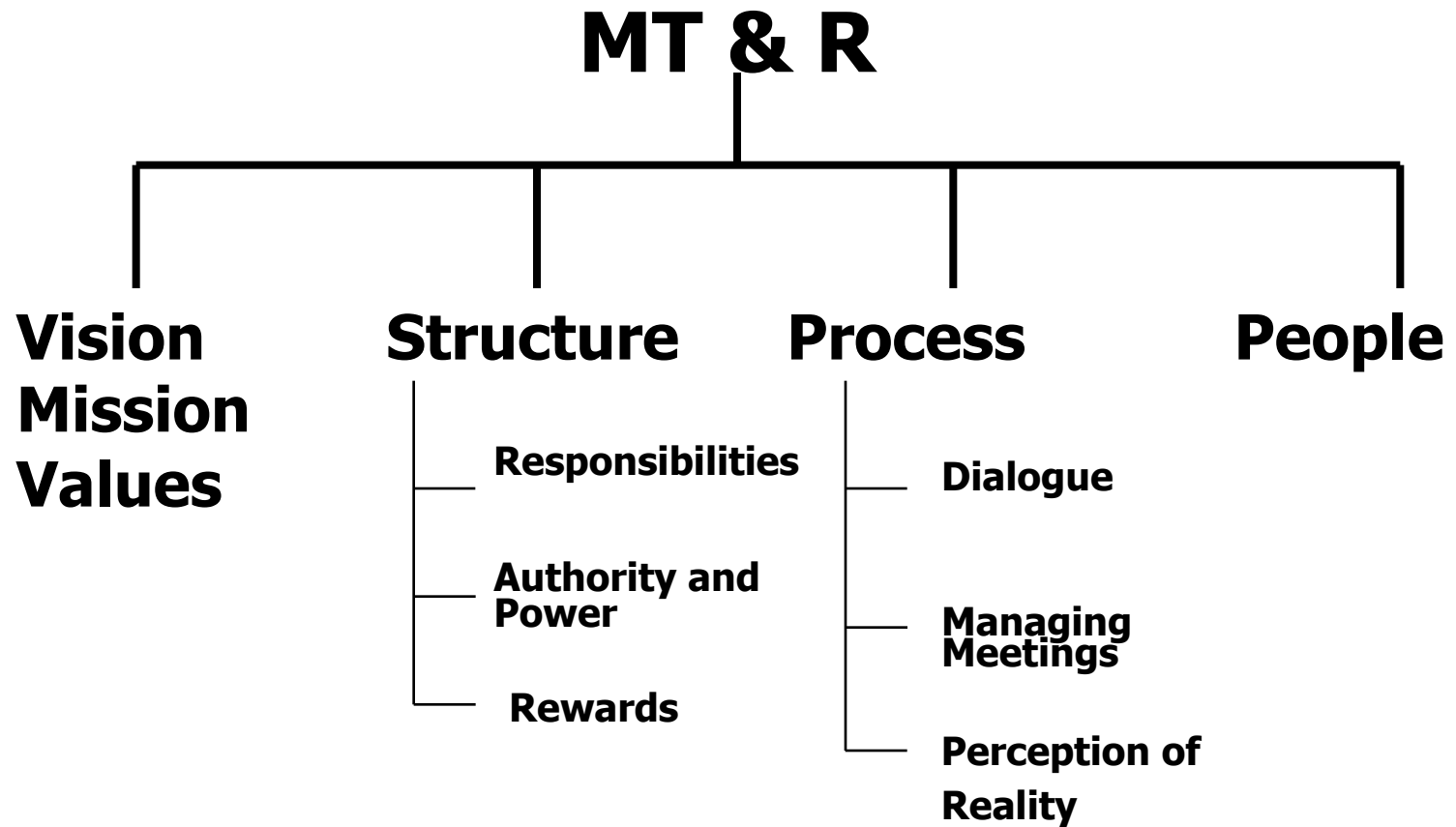


Goals over the Lifecycle



How to Manage Organizational Lifecycle Transitions





**Thank you for your attention
and
good luck !**