



Structure + Strategy + Leadership = Re\$ults

Helping Employees Deal With Change

The one constant in life as well as the life of an entrepreneur is “change,” and no one is exempt from the discomforts of change.

In order to be successful in business, you must focus on your people and be ever so sensitive to their fears, concerns and needs about stepping outside their comfort zone. Successful

business leaders are facilitators of change.

In order for change to be effective, you must do six things:

1. Explain “WHY” the change is necessary.
2. Describe the expected benefits to be gained (“What’s in it for the team”).
3. Provide the training

and resources necessary to implement the change.

4. Solicit or address any employees questions and concerns.
5. Be patient—expect mistakes as new habits are formed.
6. Most importantly... Demonstrate support and commitment

to the change as the “Leader.”



Strategic Negotiations

The primary focus before and throughout any negotiation, should be how to achieve your ultimate

objective, be it creating a successful merger, cutting a deal with a key resource partner, or ending a long and protracted conflict.

Identify all stakeholders and their respective interest in the ultimate outcome, whether they have a vested interest and how they may respond to your negotiating agenda. To ignore stakeholder interest you

run the risk of jeopardizing the outcome.

Bear in mind that the essence of skilled negotiations is purely about shaping mindsets.

The goal is to get the other side to see your point of view and moving their point of view closer to your stance.

Key Points In Negotiating—

1. Define your ultimate strategic objective.

2. Verify which principles are most likely to get you the outcome that you want.

3. Become skilled at the art of influence and change.

4. Use “framing” to influence, not distort or confuse the reality of all matters.

5. Be Flexible

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