

Change Management

“If you discover that you are riding a dead horse, get off.”

(Dakota Saying)

Unfortunately, we don't always follow this advice, but instead often attempt other defensive strategies:

- We try a stronger whip
- We change the rider.
- We say: “We've always ridden the horse this way.”
- We form a working group to analyze the horse.
- We visit other locations in order to see how they ride dead horses there.
- We raise the quality standards for riding dead horses.
- We create a task force to bring the dead horse back to life.
- We schedule a training session to improve our riding skills.
- We create comparisons of different dead horses.
- We change the criteria for determining whether a horse is dead.
- We hire new people to ride the dead horse.
- We harness multiple dead horses together to make them faster.
- We declare: “No horse can be so dead that you can't beat it anymore.”
- We release additional funds in order to increase the performance of the horse.
- We commission a study to see if there are cheaper riders.
- We buy something that makes dead horses run faster.
- We declare that our horse is “better, faster and cheaper” when it's dead.
- We form a quality circle to find a use for dead horses.
- We rework our performance criteria for horses.
- We create an independent cost center for dead horses.
- We get on our old, weak donkey and disguise it as the dead horse.
- We order weekend shifts and carry the dead horse ourselves.
- We restructure the stall.
- We double feed ratios.
- We declare that a dead horse was our goal all along.
- We promote the rider.
- We create another company for the dead horse.
- We deny ever having possessed a horse.