Making Implementation a Success

From “Designing and Implementing Career Programs: A Handbook for Effective Practice”

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Organization of the Presentation

- Nature of the Organization
- Implementing Change
- Cultural Issues in Implementing Change
Nature of the Organization

- How the organization solves problems and the way managers and staff relate to each other
  - Staff participation in decision making
  - Accepting the continuing nature of implementation
  - Cultivating attitudes of cautious optimism and persistence
  - Using empowering language
Implementing Change

- Factors contributing to effective change
  - Consistent leadership
  - Allocating adequate time and effort for implementation
  - Being clear about staff roles in implementing change
Implementing Change

• Factors contributing to effective change
  – Proactively addressing staff resistance to change
  – Providing effective staff training
  – Willingness to repeat steps in the implementation process
Cultural Issues in Implementing Change

• Cultural differences
  – Variation may exist among cultures in the participants in decision making and the level at which decisions are made

• Cultural similarities
  – Most decisions about implementing change involve the use of a model of decision making that includes a sequence of events
Cultural Issues in Implementing Change

• Creating an implementation plan to make informed and careful decisions is relevant regardless of the individuals involved in decision making

• The eight-step implementation model is flexible enough to accommodate cultural differences no matter who is involved in making implementation decisions
References

For more information

www.career.fsu.edu/techcenter