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After all, how long does it take for anyone to spot a group of eight to 15 people talking in a room together? There are many different aspects to successful change programs, but small groups that are involved in the change continuously throughout the program are more likely to find ways of making the changes work and more likely to have a good feel for the complexity of the situations they confront. A central figure who can ensure that all the small groups are working smoothly and keeping each other informed about their progress also helps. Executives who work with change programs should be mindful of the DICE factors when trying to make their programs fly. Change managers must be aware of and manage the risks associated with change, while remaining open to positive surprises and recognizing the importance of the people who do the work. Top executives should get involved in all aspects of a program, not just the lead assignments, to ensure that the program is a success. The other problem is that you cant take it too far. A lack of consensus on what constitutes a good attitude and a lack of sufficient resources can limit how far you can go. You can try as best you can but ultimately youre up against the walls of reality. A project manager trying to implement an operation for a flat-rate is always going to find at least some employees resistant to the change, and especially to the fact that its going to change their job and work. And, it may take months to even start to find out what works and what doesnt. For a change to stick in a companys culture, it must be infused into the decision-making process. Many companies have missed this subtle but important shift in the decision-making process. Projecting the future is difficult, and therefore more weight has been given to short-term performance. To ensure that the changes that do stick are truly value-creating, the executives need to influence the decision-making process at all levels and ensure that everyone remains focused on the four key success factors.

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Mapeguard 2 is a next-generation, flexible, thin, 40-mil (1-mm) lightweight, load-bearing, fabric-reinforced peel-and-stick crack-isolation, waterproofing and vapor-control membrane. Mapeguard 2 helps to prevent existing or future in-plane floor cracks (with movement up to 3/8 [10 mm] wide) from transmitting through grout, ceramic tile and natural stone. It also reduces the transmission of impact sound (footsteps, dropped objects, etc.) and airborne sound (voice, TV, etc.) through floors when installed under ceramic tile, stone or wood floor coverings. We recommend that executives understand which DICE factors make up each element in their change programs to evaluate the relative importance of each factor and the potential for success or failure. Although each factor is important, we find that a study of the DICE factors alone is often not enough to determine if a change program will succeed or fail, so executives must read, understand, and then apply all four DICE factors to their change initiatives. The DICE Factors Worksheet is designed to help executives do just that. It lists the four DICE factors in each of five categories, and shows how to assess each of them for a change program. The DICE Factors Worksheet can be customized by adding or deleting columns; it can be used both as a planning tool and as a monitoring tool to determine if one of the four factors has changed over time. It provides executives with a simple, concise way to record important data and quantify their change programs. It also helps them break down their change programs into five-year action plans and determines the correct amount of time necessary to complete each part of the action plan. 5ec8ef588b

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