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"Towards a new Mindset" – studying the resistance to workplace change

The recent economic upheaval has resulted in the workplace rulebook not merely being overturned, it's being completely shredded. The result is unprecedented pressure on senior executives to embrace new work philosophies and adopt new practices.

However, herein lies a 'double-whammy';-

- **The increasing change gap** – our "[Workplace of the Future](#)" study revealed, over the last two years, a staggering 3-fold increase in the change gap – the gap between pace of change and ability to deal with it.
- **Inexplicable resistance to new work practices** – our studies reveal that, in 86 per cent of organisations, there's one or more senior executive diametrically opposed to new ways of working.

In reality, effective office designs, HR & management practices, ICT, and the financial gains from new work practices have been well understood for several years. Yet, in many organisations, there remains this inexplicable resistance from one or more board members.

To-date, this resistance has gone largely unexplained – and this is something our "**Towards a New Mindset**" study aims to address. Our report will consider the spectrum of interventions required to change organisational and individual mindset for new workplace ideas. In addition, in conjunction with Durham University Business School, we are developing a 'toolkit' of effective management practices that can be applied to achieve a change of mindset.

Would you like to be the first to receive a gratis copy of this report and the toolkit? If so, all we're asking is for individuals and organisations to participate in a brief online survey, taking no more than 15-20 minutes.

If you would like to be included, please drop Sam Thornton a note at samantha_thornton@jbassociates.uk.com

The JBA Team

Hot Topics – in association with Management-Issues

Working through resistance to new ideas

You know the feeling. You've had a great idea – one that could really make a difference. The trouble is, nobody wants to hear it. Trying to win people over is like talking to a brick wall.

As Anne Miller explains, it's incredibly frustrating to have an idea for how to improve a business only to see it get rejected out of hand. But resistance to new ideas is normal. Any important new idea will have to work its way through the four stages of resistance, and the more important and creative the idea, the more resistance it will face. What you need to know is what these stages are and how to deal with each of them.

[Read the full article on M-I](#)

Dealing with the outspoken colleague – inspire or fire them?

It isn't just new ideas that other people can find threatening. As Myra White explores in her latest column, problems can arise in team situations when one individual cares deeply about delivering top performance, whereas others simply want to do the minimum to complete the project. Soon, rather than listening to or considering the outspoken member's efforts to raise the bar, the rest of the team quietly stonewall them.

So ask yourself this. Do you really value outspoken high performers who point out problems and strive to deliver the best they can? Or are you unintentionally breaking their spirit and encouraging a culture that rewards mediocrity?

[Read the full article on M-I](#)

Have you ever been taught how to be a manager?

Another reason why so many teams are so mediocre is that managers don't value the differences of the people on the team, and so fail to bring out the best in them.

Dan Bobinski believes this is because it's difficult for managers to motivate their teams to top levels of performance if they've not been taught how. Becoming an expert about the people they manage is one of the most important things a manager can do, Dan argues. However, the overwhelming proportion of new managers receive very little training in this area.

[Read the full article on M-I](#)

Regular columns & blogs

[How to be a better boss](#)

Want to be a better boss? Then listen to this week's show as Wayne is joined by Dr Bob Nelson, author of *Keeping Up in a Down Economy*. They explore what makes a good boss – things like communication, recognition, and feedback – and how a good boss can make all the difference during tough times.

[Why can't IT speak our language?](#)

A lot of IT folks grumble that people are too afraid of technology. Wayne Turmel says they've got it all wrong.

[Government management and the one-way road to failure](#)

Failures in government are usually precipitated by politicians themselves, says Robert Heller.

Other news

[The most influential business gurus](#)

Who is the most influential living management thinker? According to the biennial Thinkers 50 rankings, CK Prahalad of Michigan Business School is top of the pyramid for the second time running.

[Better work-life balance boosts the bottom line](#)

Organisations that help their staff achieve a good work-life balance earn 20 per cent more per year from each employee, according to new research carried out in the UK.

[CEO pay immune from reality](#)

Between 2007 and 2008, the US stock market fell by 37 per cent and 2.6 million American jobs disappeared. But amid the economic chaos, one group has remained immune from the pain. For America's CEOs, the gravy train has just kept on flowing.

[JBA](#) Oxfordshire RG9 5LX United Kingdom Tel: +44 1491 628654 info@jbassociates.uk.com ©Copyright JBA 2008 – all rights reserved.

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