

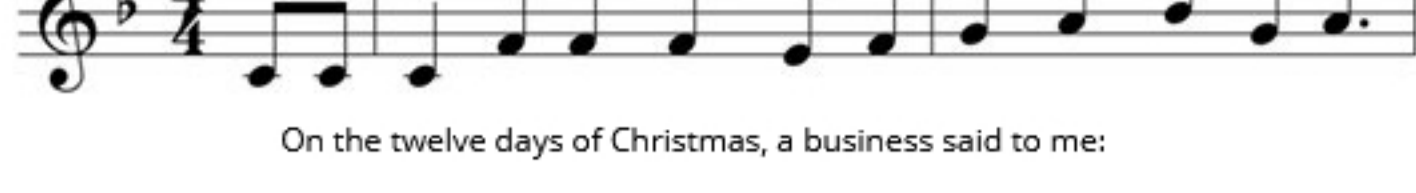
DOOMP!

December 14, 2023

Counting Down For The Twelve Days To Your New Year's Business Epiphany

Greetings *|FNAME|*,

With the holidays upon us, I thought it would be fun to introduce some levity with a riff off of an old classic song. However, there are a lot of syllables to try to match up. Especially when you match up Change by Design solutions to a department's challenges, all while trying to rhyme with words like birds, leaping or doves. Nonetheless, I hope you enjoy this small labor of love!



On the twelve days of Christmas, a business said to me:



Twelve

new job roles for J-T-Analyzing...



Eleven

invoices missing...



Ten

vendor limit thru rationalizing...



Nine

legacy trainings for efficacy evaluating...



Eight

months of change management communicating...



Seven

ILT sessions for internal brand aligning...



Six

new laws needing policy analyzing...



Five

SOPs for improving sourcing...



Four

new courses for LMS deploying...



Three

key clients demanding satisfaction...



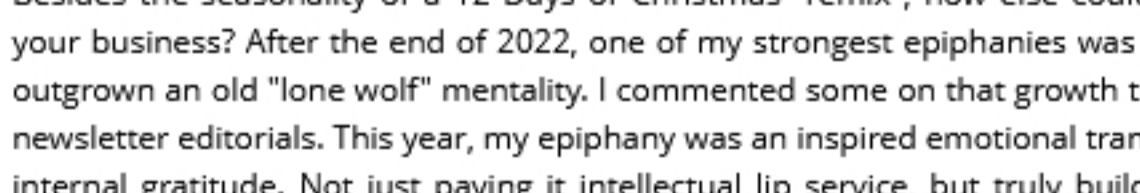
Two

strategic plan sessions held at local private clubs...



One

custom, scenario-based training with WCAG accessibility.



Besides the seasonality of a 12 Days of Christmas "remix", how else could it be applicable for your business? After the end of 2022, one of my strongest epiphanies was realizing I had finally outgrown an old "lone wolf" mentality. I commented some on that growth throughout last year's newsletter editorials. This year, my epiphany was an inspired emotional transformation: genuine, internal gratitude. Not just paying it intellectual lip service, but truly building up my gratitude muscle. Despite the numerous twists, turns, ups, downs, ins and outs that challenged my resolve, I've worked to be grateful for what I have, and not dwell on temporarily unreached goals.

The 12 days that start in just over one week take us from one of the most widely celebrated holidays in our culture, right through to the first week of the New Year. My internal grumblings are gradually being replaced with an ever-growing appreciation of:

- My husband who loves me and who has walked through the proverbial fire for me.
- My brother and sister-in-law who have stalwartly supported me.
- My four wonderful children and their spouses, who I love being around.
- My absolutely beautiful grandson who lights up my life with joy.
- You! And this amazing community of friends and colleagues who demonstrated such deep caring for me as I fought cancer.

I am so glad that I have embraced the wisdom of gratitude this year. Which begs the question: how has this year tempered you? What epiphanies did you have? And are you ready for 2024? Whether it's a treasured family moment, a special win for your business, or even some other hard-earned lessons from 2023 because of illness or other challenges, I'd love to hear about it from you.

Please just email me or drop a line and let me know how you're doing. That is, if you remember and have one moment to spare, in the midst of so many memorable, seasonal holidays. See you again in 2-0-2-4!

Cheerfully,



Sue

Email | LinkedIn | V-Card

Effective Organizational Change Requires You To Correctly Understand Context

By: Sue Ebberts, Ph.D.



Achieving meaningful organizational change requires that you understand context across multiple problems. It can include identifying internal and external factors, appreciating broader historical significance or momentum, and important consideration of the "people" and "systems" involved. To start the process, you must first scope out the gaps between current and expected results, so that interconnected problems can be identified. There are several examples of misalignment that can negatively impact context.

One of the usual suspects for performance...

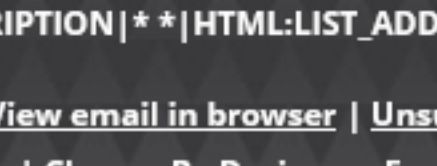
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