

Change Management

Accepting Changes and Newcomers in KDE



What is Change?

An act or process through which something becomes different.

~ Oxford Dictionary



“It turns out we don’t know the definition of change.”





Examples

- From pre-school to high school to college to professional life.
- Phone, House, City/Country etc.
- FOSS.
- GitLab.



Why do we hate Changes?

- Not giving up our beliefs and values.
- Or surrendering to someone.
- Our feelings - sense of fear, guilt, doubt or misplaced loyalty.

The world hates change, yet it is the only thing
that has brought progress

Charles Kettering



Benefits of Change

- It promotes the development of new skills.
- It bolsters innovation.
- Change allows people to rise.

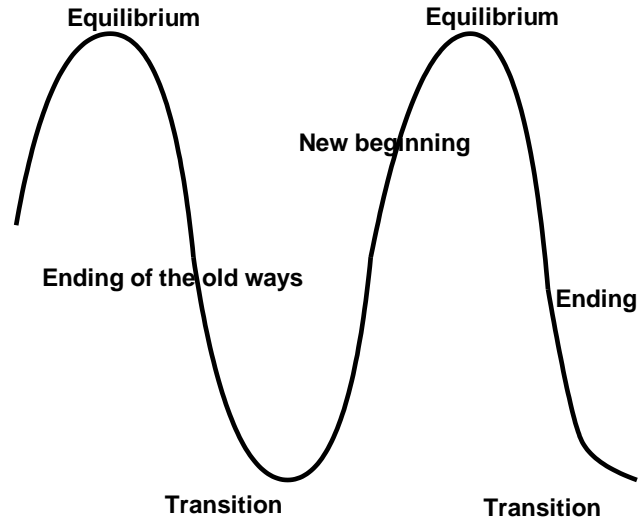


Ask yourself

- Do I need to act differently to change these circumstances?
- Is there anything I need to do that I'm not doing?



Cycle of Change



Accepting Change

- Acknowledge the change. It does not mean to like, choose, or support.
- Be flexible and embracing of change.
- Change is constant but sometimes you can work on changing things.
- Express and face your fears and feelings.
- Communication is the key to success.
- Be optimistic even though you might not be currently happy.
- Maintain a positive attitude and look on the bright side.
- It is an active process. It must be practiced, towards our experience, people, ideas, and more.



Implementing Change

- Start with the end in mind.
- Understand KDE's culture.
- Communicate, communicate, communicate.
- Identify the most resistant people and what it is holding them back.
- Embrace your change ambassadors.
- Walk a mile in the shoes of those whose roles will change.
- Create a win-win situation.
- Take small steps.
- You won't get what you don't measure.



Let's do It

- Take a paper and pen.
- Write the biggest change you have witnessed in your life.
- Think how did you overcome that problem.
- Now save that paper in a jar/safe place.
- Whenever you feel discouraged because of a change, look at it.
- Always remember: Without acceptance, opportunities slip away like seeds planted out of season.



Summary

- Understand the critical role of change management.
- Plan, control, and adjust to change.
- Create a stronger working relationship with newcomers.
- Create a culture of accepting changes across the KDE community.
- Understand the success factors of change.





Accept the things you cannot change and change the things you can

