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Commentaries and Insights from Allawos & Company

Developing a Personal Strategy

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For most humans, change signifies a possible disorientation, dissatisfaction and moving away from their comfort zone that is either forced on them or self-imposed. Since most of us seek stability and order, we hardly ever welcome a change. Many of us find ourselves in great stress, anxiety and immense chaos when a prospect of change looms near or around the corner much like public speaking.

As much as we wish to avoid it, it's prudent to realize that change is inevitable. Life is a collection of changes. In life we learn to deal with change and mold us into who we are as we go along with it. Likewise, in an organization, when a change is implemented, people can get accustomed to the changed environment. Instead of being scared and running away from the change, it's favorable to learn how to cope with a change.

I was just recently in London on business and was just about to pop in the underground (subway) when someone that works at that particular underground station put on a chalk board as you entered, "The road that is filled with discomfort, challenges, and stress often leads to a beautiful place." I paused for a minute in reflection, replaying my own life and then the smile deep inside appeared in great agreement and amusement! It's our journeys in life that mold and shape us and it's how we handle our life's challenges that prepare us for that beautiful place.

Below are some personal strategy points that can help you cope, deal and or excel with change or better yet plan, prepare, and execute:

Take a different approach:

Change is not bad. Many times, in fact most of the times when there is a change, it happens for a good reason and is an opportunity but we may not always realize it at the time. Remember the way a child learns to walk from crawling? It is a change which might seem excruciatingly painful because of all the falling which results in bruises but once a child learns to walk, it proves to be the most beneficial change to have ever happen to him or her in their life. Likewise, in an organization, when there is a change due to higher management policies, consumer

demands, personal goals, etc., it's not necessarily for worse. In fact many times, due to modern principles of total quality management (TQM), it can be beneficial for an organization to implement a change thus, helping the employees in return. An employee should look at a change with positive and an optimistic approach. Doing this would ease the process of change for a person and lead to a better future for him or her in the new scenario. It's all about the right attitude!

Realize your capacity to adapt

Everyone has a different capacity or ability to adapt him/herself to change. Some people, due to their quick learning abilities, street smarts, and/or higher IQ's are able to adapt themselves to changes much quicker than others. Apart from the abilities above, this capability to efficiently and quickly change is provided by proper planning and the right attitude. Normally the only real obstacles are ourselves!!!

Our capacity for learning and growing is limitless except depending on how much effort we put into a project and/or a cause. Just because others can grasp a concept quicker doesn't mean that others cannot, it just may take longer.

I remember back in 5th grade I had a classmate that didn't seem too bright and struggled greatly with reading to the point the teacher broke the class up into smaller groups to help others catch up. This young man struggled greatly but never, never gave up! At the end of the school year he not only passed the class but received an A in reading. As I stated earlier our capacity to excel is limitless as long as we do the work.

Develop a coping strategy based on who you are

Self-realization is an important virtue. A person who is aware of his or her shortcomings as well as their positives is in a better position to evaluate his or her abilities in coping or dealing with change. Making a list of the current skills and acting accordingly would help you to engage in an efficient transformation towards change. With that being said, items that don't make it on your skills list can and should be listed as opportunities, then it's up to you if you choose to grow.

Keep your expectations realistic

Many times, change doesn't produce the results that it was supposed to. At other times one might experience severe discomfort while adapting to a change. Irrespective of such incidents, one should not get disheartened by a failure and be open towards future changes. With this, it is greatly advised to have a realistic approach towards change. Proper guidance regarding the consequences of a change can be taken from a senior member of the organization or a trusted friend to get a realistic view of the change. Many times the outcome to change may not be in your full control.

Setting expectations in my opinion should be set higher than the outcome required or desired but still in the realm of reality. In school we are taught that everyone is a winner but in reality this is not the case. We are all competing in a world market place and competition will and is only getting more challenging.

Humans have been evolving over tens of thousands of years, changing with the resources and environment, sometimes not so successfully but changing none the less. Do your part in the ongoing success of the human story. (Defining success, we're still here!)

About Allawos & Company, LLC 

Allawos & Company is a comprehensive global management business-consulting firm, tuned to enable organizations to identify and exploit opportunities through creative engagement built on a foundation of decades of senior management experience.

We are a global management consulting firm specializing in business plans, business development, corporate development, contract negotiations, employee surveys, strategic planning and turnarounds.

We service the aerospace industry to healthcare, semiconductor to farming and most industries in between. Our comprehensive consulting services improve the client's condition and leaves behind the tools for growth.

Sincerely,

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