

People and Pressures

During Transitions

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Thoughts and ideas of this presentation are those of the presenter and do not represent the NINDS or NIH policy or position

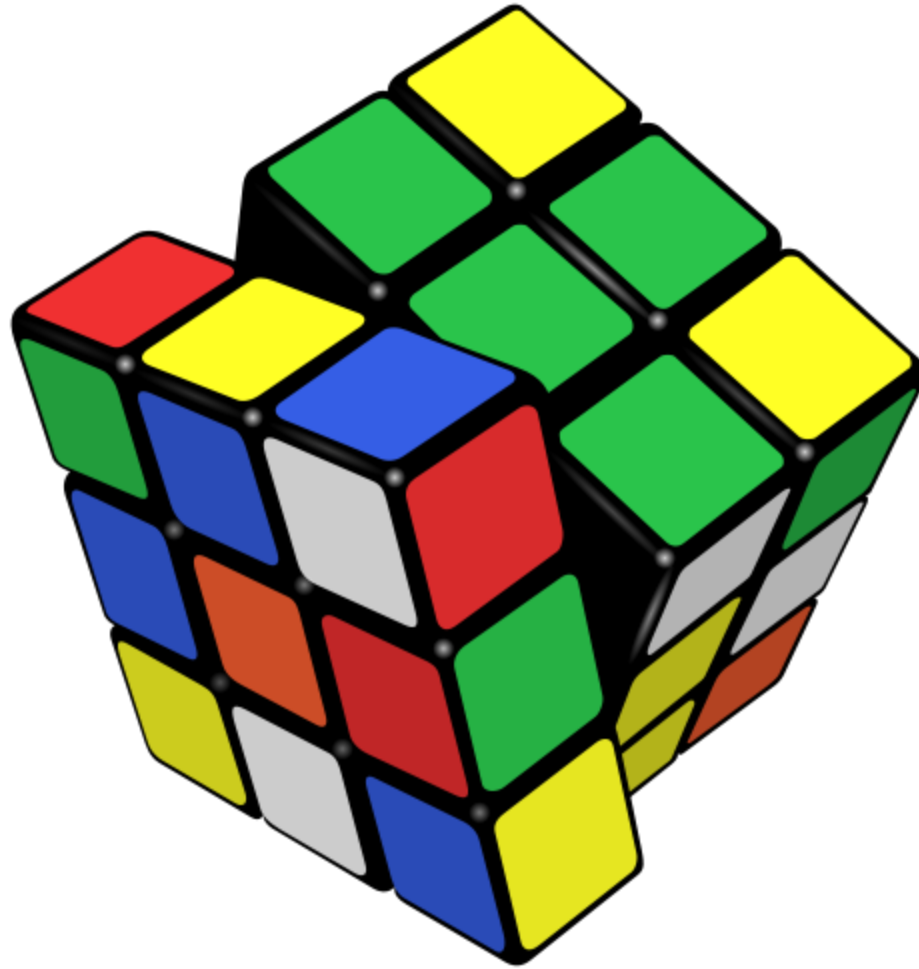
The Human Element

Information
gatherer

Information
Giver

Action Averse

Action Taker



From Wikimedia Commons

Darwin

It is not the strongest of the
species that survive

Nor the most intelligent,

But the ones most
responsive to change

Pressures Points of Change

- Is the change in reaction to a policy change or an “improvement” in procedure?
- Where in your organizational structure is the office that is initiating the change?
- What area of your duties is being impacted by the procedural change;
 - Budget
 - Regs
 - Human resource
 - Clinical
 - Ethics
 - Administrative
 - Legal

Managing Expectations during transitions

Touch base with individuals and offices
for input and help

Yourself

Investigators

Policy Office

Budget Office

Licensing Office

Management

Legal Department

Ethics Office

Regulatory issues

Implementing Change

Whether the driver or the driven upon

- Life is simpler when you plow around the stump, it allows you to keep planting.
- Timing has a lot to do with the outcome of a rain dance.
- If you find yourself in a hole, the first thing to do is stop diggin'.
- Good judgment comes from experience, and a lotta experience comes from bad judgment.

In times of transition,
don't settle for survival,
Thrive