

PARTICIPANT COMMENTS – CHANGE MANAGEMENT

Lots of interesting ideas. Really want to see those initial slides again. I think it would have been helpful to spend more time with those ideas and perhaps explain them or present additional information about those thoughts and where they came from.

Thanks for presenting this subject. – **Elise Moore, Tucson CWRT**

It was good, like the rest of these classes. I understand your concern about the good practices in all local CWRTs to survive and get better, beyond the difficulties. Sadly, very few leaders of CWRTs have attended them.

In my case, I have attended as an observer, but I will need to use it for the Spanish speaking group, sooner than expected. I know it is still a group of interest, immature, with a few very fans of the Civil War by their own who did not have a group that gathered all of them, people who had bought and collected, beyond books, souvenirs and even child games. – **Fernando Bastidas, Venezuela**

I enjoyed this one. There were several good ideas presented by you and others. I also appreciated the discussion even if it wandered off topic occasionally. Listening to those with experience is always a valuable learning experience.

The comments about men vs women were certainly accurate. In my management experience we used to say men could have a fist fight in a meeting then go to lunch together afterward. I managed medical groups and a majority of the staff was women. There were frequent feuds to deal with among the women.

A tactic I found to work well was to have the parties come together, explain that they were all valuable to our operation and that they need to work the issue out. I would tell them that if I had to resolve the issue one or more of them would not be happy with the outcome. I never did have to fire anyone, and the results were always quite positive. Thanks for another great class, Mike. See you next week. – **Frank McCaw, Cedar Valley CWRT**

Thank you again for the class. They have all been very informative and I am so glad that I found your site, it has been wonderful. – **Cheryl Rice, Olympia CWRT**

My network when down right after the start, so I missed the first 5 minutes. I did enjoy the remainder of the meeting. – **Mike Hoover, Inland Empire CWRT**