

## Philosophy for Change Management



### Some ways you can use the philosopher cards

1. **In a workshop environment. Disparate Issues.**
  - a) Form groups of 4-6 people and have a facilitator for each one.
  - b) Ask each member of the group to bring out a change issue that they are struggling with.
  - c) Share the philosophy cards equally between the groups.
  - d) In each group pick a card at random, read out the epigram (quote), and work through each question as a team, relating them to the change issue.
  - e) If the card does not generate any new ideas, pick another card.
  - f) The facilitator writes down the insight drawn, and shares in a plenary.
  - g) The key new ideas for change are discussed, documented and actions agreed.
2. **In a workshop environment. Common Issues.**
  - a) Select a key change challenge affecting a project or the organisation as a whole.
  - b) Form groups of 4-6 people and have a facilitator for each one.
  - c) Share the philosophy cards equally between the groups.
  - d) Each group looks at the same change issue, but using a different philosopher card. For each card, read the quote and the questions on the back.
  - e) If the card does not generate any new ideas, pick another card.
  - f) The facilitator writes down the insight gained, and shares in a plenary.
  - g) The key new ideas for change are discussed, documented and actions agreed.
  - h) Once complete, another change challenge can be looked at (step a).

3. **In a project team. Acute Change Issues.**
  - a) Ask each member to bring out a change issue that they are struggling with.
  - b) Pick a card at random, read out the quote, and work through each question on the back, relating them to your change issue.
  - c) If the card does not generate any new ideas, pick another card.
  - d) The key new ideas for change are discussed, documented and actions agreed upon.
4. **In a project team. Considering Change Challenges.**
  - a) Select cards that the group agrees have the best epigrams (quotes).
  - b) Put aside the rest of the cards.
  - c) Using the questions on the back of the selected cards, consider how these may help in your overall change development plan.
  - d) The key new ideas for change are discussed, documented and actions agreed upon.
5. **On your own. Considering Individual Issues.**
  - a) Write down 3 business change issues that are affecting you.
  - b) Pick a card at random. Read the epigram (quote), and the questions on the back.
  - c) What new insight can you see that relates to your change issue?
  - d) If the card does not generate any new ideas, pick another card.
  - e) Write down key development points from this exercise
6. **On your own. Looking for Change Inspiration.**
  - a) Select cards that you think have the best epigrams (quote).
  - b) Put aside the rest of the cards.
  - c) Using the questions on the back, consider how these may help, in bringing about new thinking in your change approach.
  - d) Write down any key change development points from the exercise.

For more information about our card extension kit, and the philosophy for change management mobile app, contact us at: [bebetter@kinetik.uk.com](mailto:bebetter@kinetik.uk.com).

We value your feedback on the cards: <http://kinetik.uk.com/philosophy/feedback>.