

## Tableau 5

Through conversations, people come up with different perspectives as they bring their experiences to bear on the change situation.

Here is an example of a 'counter-conversation' where feelings of uncertainty are shared in ways resulting in the gearing-up of resistance.



No one knows where this organisation is going ... people are saying that decisions have already been made with the new restructuring program.

Did you see the draft for the new structure? They are putting all three sections together.



No, I haven't seen the draft.



There will be a  
Level 5 office  
manager.



Is the proposed Level 5  
person going to be one  
of us?



No one knows. I suppose this could be a  
newly created position that anyone could  
apply for.





And what will happen to the other two Level 5 people?

Who knows? I suppose they will get rid of them. No one cares.



The same sort of thing took place a couple of years ago ... and resulted in a real mess, with one person managing all three sections. They want to 'turn back the clock'. Oh, well ...

