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INFLUENCING CHANGE

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Introduction

The story is told of a group of Blind men that all touch an Elephant (unknown to them at the time) to learn what it is like. Each member of the group feels the animal from different parts and arguably feels something different from other members of the group. This feeling defines each persons perception of what the object of reference could be. When they compared their outcomes, they are in disagreement as to what this object is. Another version adds that when a sighted man comes into the scene of the observation, he lets them know that they have all touched an Elephant.



This story carries a lot of significance in terms of perception. An individual's experience often times defines his perception of things. The picture banner used in this article could be viewed as a front-facing man or the side view of the man. It depends on what you have developed as your baseline cells of recognition. In the story described above, it is true that each blind man felt something different. What they felt was true but incomplete because of the competences available to them. If the sighted man were deaf, he would not hear the elephant bellow. The story of the elephant suggests that one's subjective experience can be true, it also holds that such experience may be constrained by its inability to cater for other truths.

In this article, I will articulate 3 key perspectives of change. Change can be said to be relative if the frame of reference is not holistic. There is a holistic expression of the concept of change that helps to situate these perspectives. This expression is DIFFERENCE (this expresses points of distinction). Every change effort at the individual, group or organization level focuses on making a difference. It is the most assuring expression of the concept of change. The quest for change is the pursuit of difference.

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PERSPECTIVES OF CHANGE

These perspectives are characteristics of change events at the three levels of human analysis - individual, group and organizational.

- **CREATE:** Change efforts should lead to initiation of something. It is bringing something into being that has not existed before within the unit of analysis. It may be the commencement of a process, habit or event. The difference here is that something that was not in existence before comes to life. Change means to create, initiate, start and bring to being that which has not existed before within a unit of analysis. This perspective meets the expression of difference. There are contemporary proofs to validate this. One of such examples is the introduction of Entrepreneurship Education in Nigerian Higher Education Institutions curriculum. This effort is not new in some climes but within this unit of analysis it is seen as novel and an attempt to influence change. This step is a difference maker in the scheme of entrepreneurship education in Nigeria.

Change means to CREATE - bringing into being that which enables goals to be achieved.

- **INNOVATE:** The essence of innovation is to improve on something that already exists. There are products that are considered standard but still require a level of improvement. The rapid development in technology is a proof of the fact that innovation is taking place. The changes made to versions of softwares are change efforts but they are simply improvements in the existing. A report on the [changes in the iPhone6S suggests that it is a better version of the iPhone6](#). It is simply an update - an improvement. It is a perspective of change and a clear proof of difference. It has been reported that unless you are after one of the new iPhone6S-specific features such as 3D touch or the improved cameras, there isn't a huge difference in the specs. The change brought to the iPhone is the improvement of specific features and performances of the phone. Innovation also finds expression in reviews of methods and processes of getting things done. To innovate simply suggests to make better. The change perspective of innovation means to develop or increase the capacity of a thing to bring forth better outcomes.



Change means to INNOVATE - improving on the existing and adding value to the established.

- **TERMINATE.** Change also goes beyond creating and innovating. It is not just about starting something new or improving on the existing, it is also about terminating the unproductive. Change efforts can be seen as bringing a thing to an end particularly if it is not achieving its goals or when it has outlived its usefulness. Manufacturers of products often use the term "End-of-Life" to represent this change effort. This term is used when a manufacturer considers that a product has reached the end of its useful life. At this point, the vendor chooses to stop marketing, selling and providing support for the product. In politics, it is safe to say that change emerges when a certain policy that is expected to serve a purpose is discontinued. Such is the case of the states of [Maine and Rhode Island when they abolished the death penalty](#) because of public shame and remorse after it was discovered that they executed innocent people.

Change means to TERMINATE - discontinuing the unproductive.

	 Create	 Innovate	 Terminate
Definition	Initiate something new	Improve existing things	Discontinue unproductive things
Focus	Bringing into existence	Improving existing features	Ending unproductive aspects
Example	Entrepreneurship Education	iPhone updates	Abolishing death penalty

DOMAINS OF CHANGE

In this second part of my discussion of the concept of change, I focus on the Domains of Change. By Domains of Change, I mean the areas where you should possess significant influence that will bring about a tangible difference in the affairs of your life. The domains of change take note of the fact that humans are triune beings. Man is essentially a spirit, he has a soul and lives in a body. These domains are areas where you need to create, innovate and/or even terminate things that will make you a value adding personality.

Man is essentially a spirit, he has a soul and lives in a body.

Great writers have identified areas of life where change must occur in order to live a blissful life. I have taken time to review the areas of focus that men like [Brian Tracy](#), [Anthony Robbins](#), [Jack Canfield](#), Dan Miller and [Dr. John Demartini](#) have espoused. I took time to check personal development websites like The Quarterly Compass and Basic Growth.com to ascertain the areas of life that are worth focusing on. My review and evaluation of my findings has led me to create an exclusive list of 7 domains of change framed around the triune nature of man - SPIRIT, SOUL & BODY. You may wish to call these **Oludayo's Life Domains of Change**. They are as listed:

THE SPIRIT

This domain of life consists of the force within a person that is believed to give the body life, energy, and power. There is only one subdomain here and that is the Spiritual life.

- **Spiritual Life:** This is the seat of beliefs and guidance systems that are beyond the tangible and physical environment of life. This is the domain of life that enables individuals to connect to higher sources of life and energy. Different people have given varied names to their source of spiritual strength and nourishment. The agreeable delineation is that there is a higher force beyond man to which man can connect himself to through his own inner self called the human spirit. This higher force has been acknowledged by many as GOD. Access to this higher force or power is diverse as attributions such as Jesus, Mohammed, Buddha. It is not my intention to delve into details of the Spiritual domain rather to point out that one important domain of life that requires continuous transformation is the Spiritual life. It is from here that we derive inner peace.



THE SOUL

The soul is the seat of the emotions (this is the place holder for feelings that are outcomes of engagement with situations and circumstances, mood, or relationships with others), will (this is the faculty by which a person decides on and initiates action) and intellect (this is the faculty of reasoning and understanding, it is the expression of a person's mental powers). The elements of the soul - emotions, will and intellect - are as revealed in work or other personal engagements and performances.

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- **Financial Life:** This part of your life is concerned with the management of money. Every individual must plan how he will invest his money for the attainment of wealth. Possession of more money increases the options an individual has to attain his goals in other domains of his life. The basic principles of the financial life lies in savings and investments.
- **Professional Life:** This domain encapsulates all that has to do with business engagements, career development, and legacy building activities that includes philanthropy and mission. This domain of life seeks to maximise the full competencies of an individual. These competences are his Credentials, Attributes, Skills, Knowledge, Experience and Talent (C.A.S.K.E.T.)
- **Social Life:** This domain refers to all forms of relationships where an individual seeks to be a value adding personality. It refers to informal engagements with other individuals which will include spouse or a significant other, family, friends, and community.
- **Emotional Life:** This domain is where passion is drawn from to attain most of the goals in other domains. A review of the subject of emotions suggest that it is a strong feeling deriving from one's circumstances, mood, or relationships with others. Emotions add colour to life. They release the energy to pursue and attain goals. The emotions provide the strength and vitality required for sustained activities across the other domains.



- **Intellectual Life:** This domain is where great thoughts are initiated and processed to produce great products and services. In this domain, conscious effort is to be made to train the mind to be able to attract or create ideas and impressions that can make for a healthier, happier and wealthy life for the individual.

THE BODY

This is the third core domain of an individual. It is the physical structure of a person. It is a composition of the human bones, flesh and organs. It is the part of man that is tangible. In this domain, there is just one subdomain of life and that is the Physical life.

- **Physical Life:** This domain of life is where health and fitness issues are attended to. Every individual must be deliberate in ensuring that he is free from illness and injuries. Critical to attaining the goals set in this domain of life is nutrition. Every person must endeavour to provide or obtain food that will enable growth and required stamina to match the demands of engagements in other domains of life.

The Oludayo Life Domains have now been postulated for the benefit of every individual who wants to make the most of his life. These domains are expressed in 7 areas of:

- 1.Spiritual Life
- 2.Financial Life
- 3.Professional Life
- 4.Social Life
- 5.Emotional Life
- 6.Intellectual Life
- 7.Physical Life



Spiritual Life

Seat of beliefs and guidance systems

Financial Life

Deals with managing resources and wealth

Professional Life

Involves career and professional growth

Social Life

Emphasizes relationships and community



Emotional Life

Centers on feelings and emotional well-being

Intellectual Life

Focuses on learning and knowledge

Physical Life

Involves health and fitness

The 7 Domains of Life



CONDITIONS OF CHANGE

I have enjoyed the pleasure of writing these pieces on **Change** because it has revealed how transformation efforts excel in personal, group and corporate situations. The starting point of every change effort is the individual. Change rides on man as its instrument. Man is the primary instrument for bringing about any change. The characteristics of a man as a living being is also shared by a thriving organization, this will be the focus of another post in this series.

For the purpose of this article, **condition** is described as having a strong influence on the outcome of an effort. It is also a set of circumstances that influence the decisions people take in realising their goals in their life domains of change. Therefore, when I discuss the conditions of change, I refer to the influential factors that provoke a differentiating transformation in personal, group and corporate environments. These conditions are the triggers for the basis of change efforts.

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A leading theorist in the field of Instructional Technology, Donald P. Ely in his 1976 paper titled Creating the Conditions for Change posited 8 conditions for change. His first condition for change - dissatisfaction with the status quo - perfectly fits my description for the condition of change while the remaining 7 can be classified as the pre-requisites for change.

In this article, I have identified two conditions under which change occurs. Change and any other transformation effort occurs under the conditions of light and heat.

Change occurs under the conditions of light and heat.

These 2 conditions draw from the principles of pain and pleasure that [Anthony Robbins](#) has elucidated in many of his writings. He said that "One of the most important precepts about human behavior and change is that at the most basic level, there are two forces that motivate people to do what they do: the desire to avoid pain or the desire to gain pleasure. "

The differentiating factor here is that Anthony Robbins uses his designed Neuro Associative Conditioning system to provoke the change that occurs in people. Here, I have proposed an experiential pattern to explain that people change when they see LIGHT or when they feel HEAT. My proposition is more experiential than associative. My proposition engages the sensory factors of man to motivate change.

CHANGE UNDER THE CONDITION OF LIGHT

Light means an experience of **comprehension**. This occurs when the value a change effort will bring becomes clearly understood and visible. The success of others inspite of their frailties is a strong trigger for personal, group or corporate change. Light also connotes **discovery**. This is the moment when you find something that enables a goal to be achieved.

Change under the condition of light simply means engaging in a transformation effort based on an understanding of the value inherent in the effort. It also means a discovery of the possibilities in a change effort particularly when others have attained what your current priorities are.

Changing under the condition of light draws from both intrinsic and extrinsic events. The things that happen within and those that happen without are zones that this condition draws from. Many a time people walk in confusion even with their great potentials simply because they have not seen the light. Many groups do not seem to be achieving their goals inspite of a great team they have put together because they cant get themselves to see the benefits a transformation effort will bring. When you come to an understanding of how to engage yourself towards success, you change. When you see those with greater constraints than yours achieving their goals, you are motivated to change. Under this condition, there is pleasantness in the transformation effort.



Change under the condition of light simply means engaging in a transformation effort based on an understanding of the value inherent in the effort. It also means a discovery of the possibilities in a change effort particularly when others have attained what your current priorities are.

CHANGE UNDER CONDITIONS OF HEAT

Change under the conditions of heat simply means engaging in a transformation effort based on experiential losses due to the implementation of an unproductive pattern. It also draws largely from the negative experiences other people, groups and organizations are going through based on the execution of a strategy which you consider primary to the attainment of your goals.

The condition of heat is when an individual has an experience with loss, pain or regret. This experience causes him to change and decide on another way of getting things done. This is the intrinsic dimension under this condition. The extrinsic dimension occurs when you learn from the unwholesome experiences others are in having executed plans based on approaches you are considering to use. Heat here connotes pressure, unpleasantness and pain. The moment an approach or strategy leads to a loss of position, you are compelled to retrace your steps if you must still achieve your goals.

Change under the conditions of heat simply means engaging in a transformation effort based on experiential losses due to the implementation of an unproductive pattern. It also draws largely from the negative experiences other people, groups and organizations are going through based on the execution of a strategy which you consider primary to the attainment of your goals.



APPROPRIATE CONDITION FOR CHANGE

There is no one way to change. These two experiential conditions are necessities if change has to occur. It costs less to change under conditions of light rather than under heat. Changing under conditions of heat can only be beneficial if the triggers are external to the changing party.

These two conditions are the circumstances affecting the way personal, group or corporate transformation is inspired. They have been called several things by great minds but the bottom line is that one (light) is an experience of positivity and inspiration while the other (heat) is an experience or knowledge of the consequences of actions or inactions.



THE ESSENCE OF CHANGE

The change that we desire to experience in life is a proof of life. Every living thing changes form, location and reaches out for better things as they grow. Growth in life is an evidence of change. In this article, I have tried to set out the very essence of change - the intrinsic nature that defines its character. I have also identified the route to change, that is, the signposts to look out for in your quest for personal transformation in any area of your life.

George Bernard Shaw said "Progress is impossible without change, and those who cannot change their minds cannot change anything." Change simply means to alter a current experience or manifestation. It means seeking other outcomes other than the one currently being expressed. Earlier when I shared on the Perspectives of Change, I mentioned that you can view change from 3 perspectives: 1. To Create 2. To Innovate and 3. To Terminate. These 3 perspectives help to appreciate change efforts in individual lives.

Going further therefore, we seek to understand what exactly is the nature of change. In this article, I assert that the very essence of change is **DIFFERENCE**. It is change that confronts the mental mindset of permanence. No condition or situation is permanent. This thought was echoed by Heraclitus when he said, "There is nothing permanent except change." Change therefore is a constant force that marks the progress we are making towards our goals. The very nature of change is to guarantee a difference in what we are experiencing and what we are becoming.

You can view change from 3 perspectives: 1. To Create 2. To Innovate and 3. To Terminate.



THE SIGNPOSTS FOR CHANGE

The signposts for change are markers in a quest to be different in the results we produce in our lives. They signify the route to follow in bringing new and better outcomes to being in every engagement across the [life domains](#).

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In this post, I will discuss the bedrock for this signposts and go on to list the signposts to change.

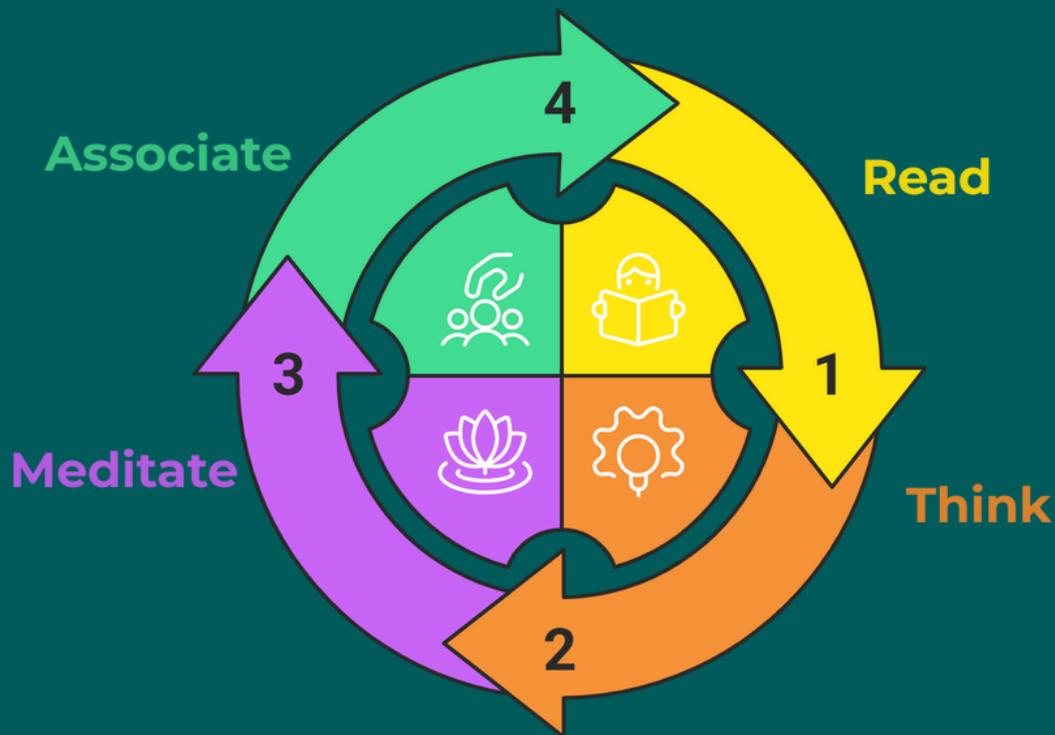
Bedrocks for Change

Personal Transformation is a process. It demands that certain things be in place for it to be effective and rewarding. Ignoring these things will turn them to obstacles to change. These 2 pronged elements that serve as the bedrock to personal transformation are: Mind Renewal and Behaviour

Mind Renewal: The mind is the faculty of consciousness and thought. It is the element of a person that enables him to be conscious of the world and his experiences, think and feel. One of the things the mind battles is **conformity**. Conformity is the enemy of difference, it is the enemy of change and improvement. It is a force that embraces imitation. This will be discussed under the second bedrock to change. Mental renewal is the hallway to personal transformation. To renew your mind means to give fresh life and strength to it. This can be achieved in the following ways:

- **Read.** You need to study to be mentally sturdy.
- **Think.** Direct your mind towards an idea of importance
- **Meditate.** Focusing your mind in deep thought on an idea for period of time.
- **Association.** Relating with people in cooperation to add value to your life.

Conformity is the enemy of difference, it is the enemy of change and improvement.



Behaviour: The conduct of a man especially towards others is what is referred to as his behaviour. His personal philosophy is the major influencing factor in conduct. This philosophy is the attitude that acts as a guiding principle for behaviour. The behaviour of man is the range of actions and mannerism exhibited in situations and circumstances that seek to test the strength of Character. The behaviour of individuals are formed patterns of action within their environment. This bedrock is a force for ensuring change. A change-driven behaviour is averse to conformity. A change-driven behaviour doesn't embrace all socially acceptable ways of life. A change-driven behaviour is deliberate in conduct towards the realisation of goals.



The behaviour of individuals are formed patterns of action within their environment.



6 Signposts for Change

These are guides towards change. They provide information as to ensuring that change efforts produce better results and appreciable difference in a persons life across the 7 life domains.

The signposts to change are listed as an acronym for CHANGE: Choices, Habits, Attitude, Network, Goals and Experiences.

- **Choices:** Ralph Waldo Emerson in his essay on Compensation suggests that the world is polarised. He said that there is a corresponding way to any current way. He talks of man and woman, truth and lies, hot and cold amongst several others. This perspective already guides the change-driven individual to the alternatives that will guarantee his success in life. A choice is an indication of possibility of an occurrence. Any individual that will experience change must make choices that limit failure but increases the chances for success in achieving his goals.
- **Habits:** The change-driven person must be aware of the things he does unconsciously. These regular set of practices inform the conduct of an individual. You must be careful to develop habits that will guarantee success in your endeavours. Take good note of things you find yourself doing effortlessly and be certain that they contribute to your desirable outcomes.
- **Attitude:** Your attitude is another signpost to change. It is your disposition to things within and around you. It is a combination of your pattern of thinking and the display of your emotions towards any worthy cause. It is an expression of likeness or dislike for things that impact on our quest. Every change-driven person must learn to develop great attitude as espoused in thoughts and feelings. Author of The Difference Maker, John C. Maxwell spells it clearly in the book that Attitude is the difference maker in your approach to life, relationships with people and how you handle challenges.



- **Network:** King Solomon of Ancient Israel said that "He who walks with the wise will be wise and a companion of fools will be destroyed." The relationships we find ourselves are indicators of the possibilities of accomplishing our goals and hitting our targets. The value of any network is in the exchange that occurs within that network. When value exchanges hands in a network, the network becomes stronger. Every change-driven person seeks to be a V.A.P i.e. a Value Adding Personality. No man can ostracise himself hence the need for quality association and worthy relationships. Two are better than one and they have a reward for their labour. The weakness of one is countered by the strength of another.

Attitude is the difference maker in your approach to life, relationships with people and how you handle challenges.

- **Goals:** Another route to change is goals. Goals are targets that help to measure progress in different areas of life. One way to know you are changing is to find out if you are realising your goals. Your goal is your aim or desired outcome for an effort committed in a pursuit. You cannot claim to be changing when you have nothing in sight. Goals are objects of personal ambition and they serve as indicators to personal growth and development. Goals must be definite, quantifiable, achievable, sensible or true to life and relatable to time frames if they must ensure change occurs in any individual life.

Every change-driven person seeks to be a V.A.P i.e. a Value Adding Personality.

- **Experiences:** A vital pathway to change is experience. The situations and circumstances that we go through in life are inputs into the experiences that influence the change events in our lives. These situations, events and circumstances leave impressions on us that invariably alter perception and influence change of behaviour amongst several other things. Any change-driven individual must note the events of his life and see to it that they bring about positive change in life. The events of life may not always yield our desired outcome but it is important to learn the lessons and forget the details.



THE AGENT OF CHANGE

In this final part, I will seek to explore the strength of the individual that is on the verge of personal transformation and change. I will identify his multiple competences and unique qualities.

YOU ARE THE AGENT OF CHANGE FOR YOUR LIFE

As an agent of change, I mean you are responsible for the outcome of your life. You have a major role to play in determining the outcomes you desire to see in all the areas of your life. Your role is not a passive one rather it is an active one that will influence the production of the results meant for a fulfilling life. Your role will generate an outcome which will be a reflection of your deep expectations. It is therefore important to take personal responsibility for the events and circumstances in your life. If anything has got to manifest in your life, you are the creator of such. No one is to blame for your experiences for they are a summation of your thoughts and actions.

Knowing that you are the agent of change in your life, it is important to know the strengths that you possess to wield this transformation and bring about the remarkable positive difference needed for a life of value. The following paragraphs will explore your multiple competences and innate qualities that are vital for bringing about change and advancement in your life.

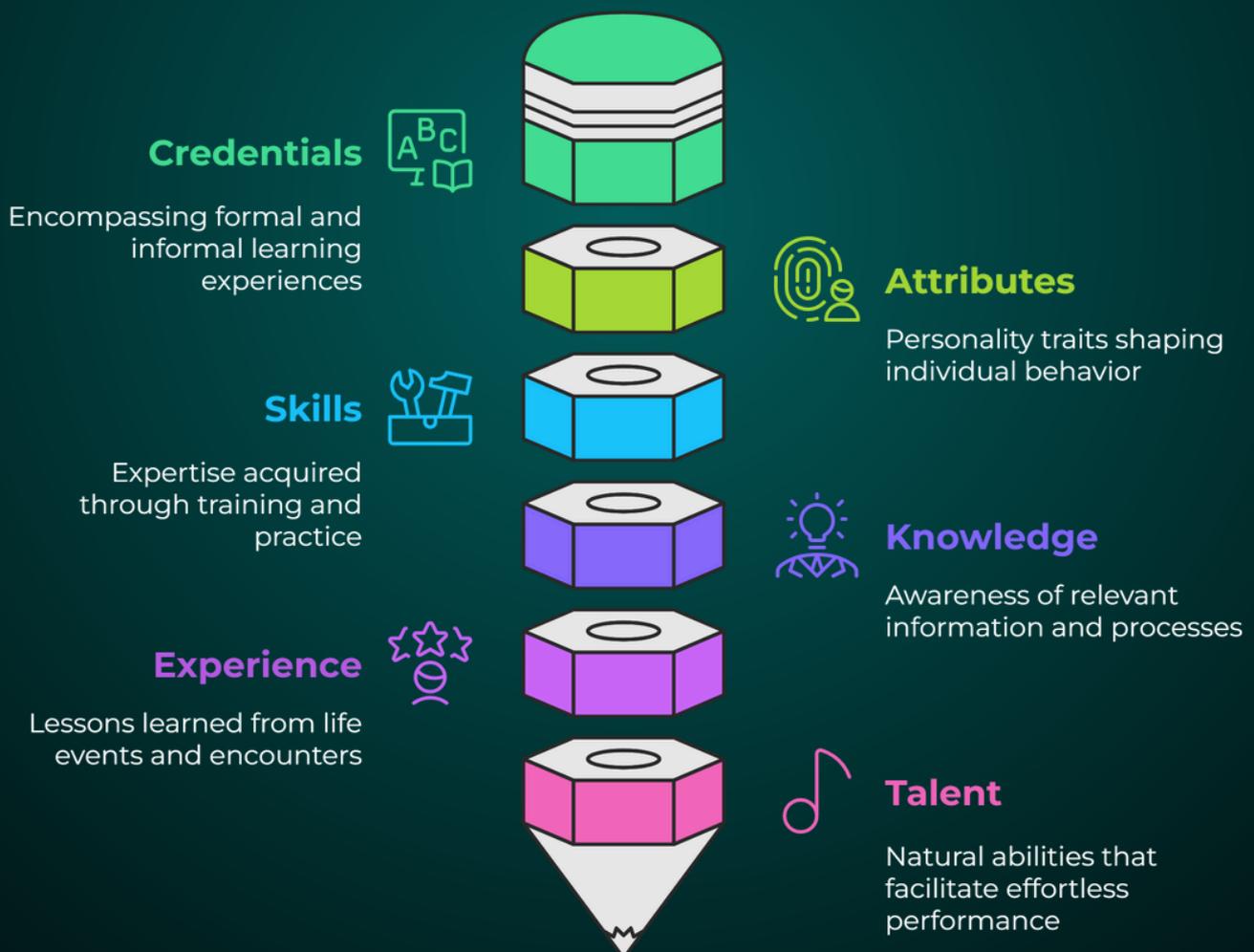
YOUR MULTIPLE COMPETENCIES

You have and can develop competencies that will guarantee that your actions are taken efficiently and producing desired results. The elements of your multiple competence are listed in an acronym: C.A.S.K.E.T. explained thus:



- **Credentials:** The first element of your competence is your background education. This refers to the enlightening experiences you have had in your life over a period of time under formal and informal settings. Your background education as an element of your competence has enabled you to develop the ability to receive and follow through with instructions. Oftentimes this education may have led to the attainment of a credential which reflects your suitability for a particular vocation. You must not discount any form of education you have received no matter how little it is; it has an overall positive effect when combining the competences you possess to bring about change in your life.
- **Attributes:** This second element refer to your personality traits. Many individuals do not know their personality leanings. They do not know what makes them unique from other people. Your attribute is a combination of personality traits that form your distinctive behavioural patterns. Over the years, I have taken personality tests to help me discover myself and identify areas requiring improvement. I have used the results from platforms like www.4iq.com, and www.liveinthetwo.com amongst several others. Their results have been complemented by expositions on sites like www.personality-cafe.com and www.ipersonic.com
- **Skills:** The third element of your competence speaks to your expertise. It is your ability to execute a task professionally. Your skill is acquired by deliberate and intentional training. Your value in any relationship is enhanced by how well and easily you can secure results for those within your sphere of influence. You must consciously acquire specialised knowledge to improve your personal worth. You are able to do this in any chosen vocation. Be certain to seek what new ways are been discovered to get work done in your field of endeavour.
- **Knowledge:** The fourth element of your competence relates to your awareness of occurrences around you which impact on your results in the 7 areas of your life. You need to be constantly familiar with facts, situations, and information that have significant influence on your life. You cant afford to be ignorant about the issues of your vocation and things of importance to you. This kind of knowledge is attained by reading, and networking amongst several others. This element also finds expression in your ability to comprehend how things get done.

- **Experience:** Another element of your competence is the experience you have relatable to the 7 domains of life. Every encounter you have leaves impressions on you and these impressions are valuable in the conduct of your life and all that pertains to it. The events and occurrences in your life are vital inputs that guide your decision and actions in life. The quality of your life is not measured by these events rather it is measured by what they enable accomplish afterwards. Every event of life whether good or bad, simple or complex has its place in your quest for personal transformation.
- **Talent:** Your talent is the competence of natural ability to do things easily without much effort. It is an ability that you are born with. Every individual possesses such abilities. Your talent is an element of your competence that ensures personal transformation is possible. You must be deliberate in searching for those things that come naturally to you. They are part of the things that will aid the change you seek in all the areas of your life.



As an agent of personal change and transformation, these competences make it possible to influence the happenings in your life. You can design, create and modify the expressions of your life by taking advantage of these competences

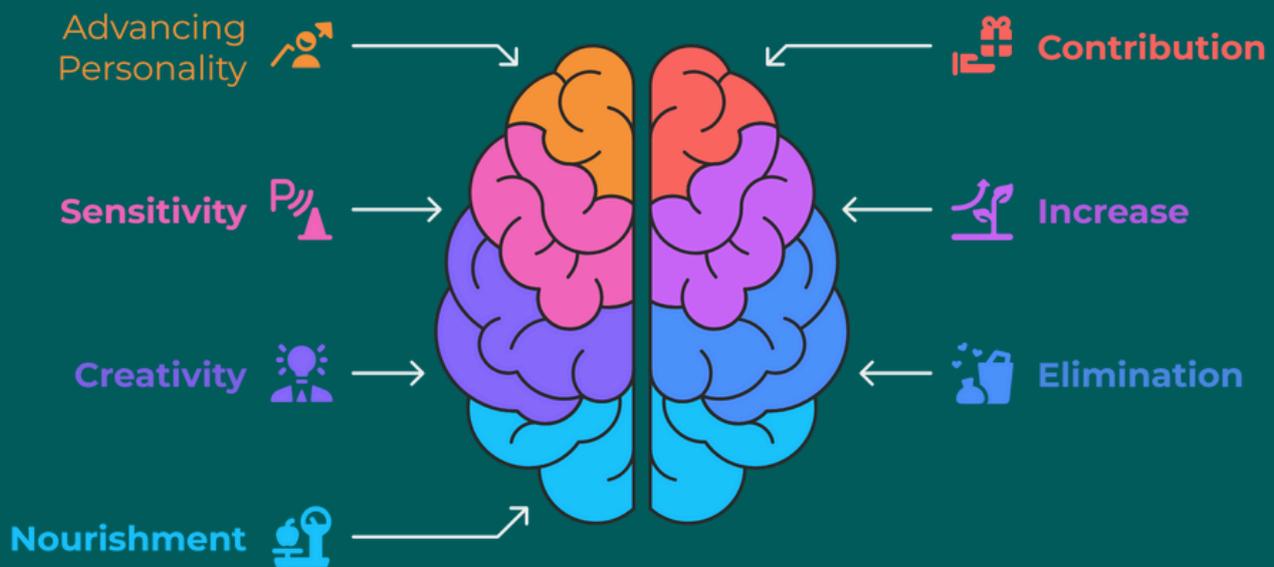
As an agent of change, you also possess unique features that belongs to you that distinguishes you from others who are not conscious of these characteristics.

DISTINGUISHING FEATURES OF A CHANGE AGENT

Man, as an agent of change holds the features of living things and many a time he lives with a limited understanding of the power of these features in leading a quality driven life. I have identified 7 features you must be aware of that makes you a person full of life, capable of maximising the essence of creation and being.

- **ADVANCING PERSONALITY:** You are an advancing personality. All the forces of creation has put in you the desire to move from one point to another. You must therefore take goal setting and vision casting seriously.
- **CONTRIBUTION:** You are a contributive being. All life is sustained by contribution. Contribution is not just about giving, it is also about receiving. You must therefore know that you possess within you things that can sustain life. You are not bereft of what to give. You must also create and design avenues to receive from the society. You have been created to give and receive.
- **SENSITIVE:** You have been created for quick response to situations and circumstances around you. You have what it takes to detect and respond to changes. You are not made to lose in life because of the modifications that may happen within it. You possess a unique feature that defines your humanity. You were not created to be stranded. You have what it takes to always find a way out as a response to the things happening around you.
- **INCREASE.** You have been made for increase. One distinguishing feature of the life you live is that it has the capacity for growth. You cannot remain where you are, the way you are for life. Your size is designed to increase in all areas of human endeavour. Know thyself, this is who you are - made for increase.

- **CREATIVE:** You are a creative being. You have lodged within you, the unparalleled ability to bring into existence that which is not yet manifesting by the combination of the things that do appear. You are not an unfortunate being because everything around you can produce what you desire. That's the way you have been designed.
- **ELIMINATION:** You have the power to eliminate from your life anything that is not yielding the results and outcomes of our desire. You also know how to manage excess things that are not currently required in your current life. This is how you have been designed. You have the apt to deal with the superfluous. You have the control over resources that are not needed in the present time. You possess the ability to convert them to other uses.
- **NOURISHMENT:** You have an inbuilt nature that seeks to provide that which sustains a healthy and wealthy life by obtaining all that makes it possible. You are a discoverer and explorer of what it takes to remain relevant in this world.



CONCLUSION

- In this article I have touched on issues Perspectives of Change, where I asserted that Change can be viewed as creating something new, improving on the existing, and terminating the unproductive. In the second part of the series, I focused on the domains of personal change and transformation. I listed the 7 areas of life that is essential to living a fulfilled life. They include, Spiritual, Emotional, Intellectual, Financial, Work, Social, and Physical life.
- It is important to restate the 3 Change perspectives that underly the outcomes of these triggers: To **CREATE**: To start something new, introduce fresh approaches to attain a goal. To **INNOVATE**: To improve on current approaches by removing clogs that slow the pace of change noting that without a sense of urgency, transformation efforts will fail. To **TERMINATE**: To discontinue efforts and approaches that are unyielding relative to the a goals that are anticipated.
- I also mentioned two conditions of change - heat and light that provoke the difference we seek to see in our lives.
- It is expedient to know that the essence of change is making a difference in the areas of personal, group or corporate life. The signposts to change are listed as an acronym for CHANGE: Choices, Habits, Attitude, Network, Goals and Experiences.
- The essence of change is making a difference. The bedrocks for change are Mind Renewal and Behaviour. The signposts, indicators of the path towards change are Choices, Habits, Attitude, Network, Goals and Experiences. This fourth part in the series of articles on Change is the penultimate one. The last article will focus on MAN as the agent of change
- The competences show you the abilities you can develop. The features are the traits of your being. You are a resource creating being. You are a resource improving being. You are resource destroying being. You are not disadvantaged. You have been wired to live optimally in any environment you find yourself.





Olumuyiwa Akinrole Oludayo

Profile for Dr. Olumuyiwa Akinrole Oludayo

Dr. Olumuyiwa Akinrole Oludayo is a transformative leader and consultant with a distinguished career across higher education, human resource management, and organisational development. His professional journey reflects an enduring commitment to influencing impactful change and advancing practices that drive growth and excellence at both individual and organisational levels.

With a strong foundation in academia, Dr. Oludayo has contributed extensively to higher education as a Member of Faculty for Human Resource Management, guiding the next generation of professionals and leaders. His roles as Dean of Students, Registrar, and Director of the African Leadership Development Centre have enabled him to influence institutional leadership and capacity-building across Africa, crafting learning environments that are centred on holistic development and resilience.

As a Research Fellow with the Chartered Institute of Personnel Management of Nigeria, Dr. Oludayo has made notable contributions to HR practice in Nigeria. His publications and development of frameworks have significantly shaped best practices within the industry, equipping HR professionals with contextually relevant strategies that address both contemporary and emerging challenges.

Organisations that engage Dr. Oludayo's consulting expertise benefit from a wealth of experience and a bespoke approach to people management. Through his work, he has supported a diverse range of organisations in optimising their talent strategies, enhancing leadership capacity, and creating resilient teams. His consulting work is marked by a commitment to solutions that are analytically robust and deeply aligned with an organisation's unique culture and objectives.

By partnering with Dr. Oludayo, organisations gain access to innovative approaches to talent development and organisational effectiveness. His strategic guidance encourages a culture of resilience, adaptability, and continuous improvement. His proven ability to integrate strategic insight with a people-centred approach makes him an invaluable asset for organisations striving for sustainable growth and a competitive edge.

In bridging the realms of academia, research, and practical consulting, Dr. Oludayo offers a holistic perspective that is both visionary and results-driven. His contributions go beyond enhancing performance; they cultivate lasting organisational value, enabling businesses to thrive through a stronger, more cohesive approach to human capital management.

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