


✂ ✂


Day Four:
Leading Change



✂ ✂

Change Is....


- A fact of life
- A source of anxiety
- A valuable tool of leadership




✂ ✂

Change Happens


- Fear it
- Accept it
- Lead it






Objectives of Leading Change

- When change is needed...
leading change can make it happen.
- When change is inevitable...
leading change can make it positive.







How to Lead Change

- “All of the great leaders have had one characteristic in common: it was the willingness to confront unequivocally the major anxiety of their people in their time. This, and not much else, is the essence of leadership.”


John Kenneth Galbraith
Economist/Editor/Ambassador






Recognize That Change Happens


1. Anticipate change
2. Accept change
3. Move Along with Change.






Ask Yourself


- What are the advantages of changing?
- What are the consequences of not changing?
- How can we let go of the existing situation and move on?






Empower Others to Help You Lead Change


1. Consider who needs to be involved
 - Have a willingness to change for the better
 - Have the position, expertise, and/or credibility to enact change
 - Have the leadership and management skills to guide change.






Empower Others to Help You Lead Change


2. Build Relationships through shared experiences
 - Shared experiences give us common ground for embracing and moving with change






Lead Change Based on...


- Values
 - Are core beliefs or desires that guide our attitudes and actions
- Vision
 - Is a picture of future success
- Mission
 - Is made up of the steps that lead to the realization of a vision






Establish Urgency


- To create urgency for change, we must communicate to others the VISION of what change can do.






Techniques for Communicating Urgency


- Simplicity
- Metaphor, analogy, and example
- Multiple forums
- Repetition
- Leadership by example
- Explanation of seeming inconsistencies
- Give and take






- “It is not necessary to change. Survival is not mandatory.”


W. Edwards Deming
Quality Management Guru






Move ahead, Regardless.


- As change occurs, may become enthused about what they see and decide to come aboard
- May decide they don't want to left behind
- If they WILL NOT or CAN NOT change, they will eventually remove themselves from the situation.

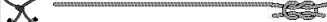




Create a Culture That Embraces Change


- 1 – Recognize that change happens
- 2 – Empower others to help you lead change
- 3 – Lead change based on vision, mission, values
- 4 – Establish urgency
- 5 – Move ahead, regardless
- 6 – Create a culture that embraces change







THREE CHARACTERISTICS OF A GOOD INCREMENTAL GOAL


- It's Visible (not just Hype)
- It's Ambiguous (a real win – no doubt)
- It's CLEARLY related to the change effort





We cannot become what we need to be by remaining what we are.




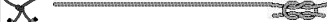


The Ultimate Step

Lead change through lifelong learning


Leaders are educators. They just don't educate others....they are also responsible for seeing to their own continuing education







Mental Habits for Lifelong Learning


- Risk taking
- Humble self-reflection
- Solicitation of opinions
- Careful listening
- Openness to new ideas





**If we have a clear vision
of what can be, then
leading change can help
make it so.**





**“You must be the change
you wish to see in the
world.”**

Mahatma Gandhi
Indian Spiritual & Political Leader

