

The Human Side of Change: Strategies for Effective Change Leadership

Speaker: Luz B. Flores, Loving All Of You



What brought you here today?

How do we handle CHANGE?



7 Dynamics of change



People will feel awkward, ill-at-ease, and self-conscious

People will initially focus on what they have to give up

People will feel alone even if everyone is going through the same change

If you take the pressure off, people will revert back to their old behavior.

People can handle only so much change

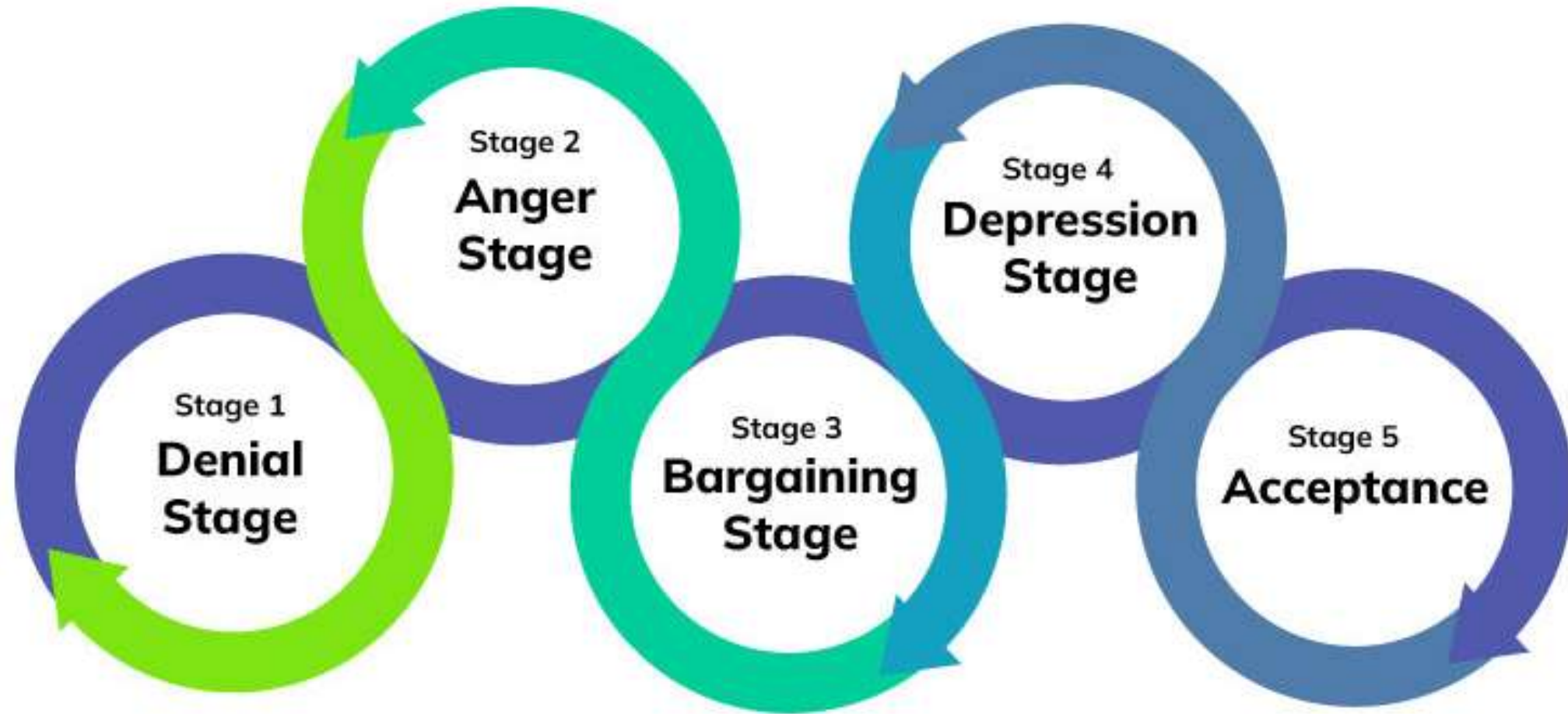
People are at different levels of readiness for change

People will be concerned about enough resources

<https://www.sellingpower.com/2010/02/01/3745/the-seven-dynamics-of-change>

<https://www.forbes.com/sites/forbescoachescouncil/2020/04/27/how-leaders-can-apply-the-seven-dynamics-of-change-during-a-pandemic/?sh=3ec994e57173>

Kubler Ross' Change Management Model





What are some of the pitfalls you fall into when trying to manage change?

How could your approach to change be different using these models?

LEADING CHANGE

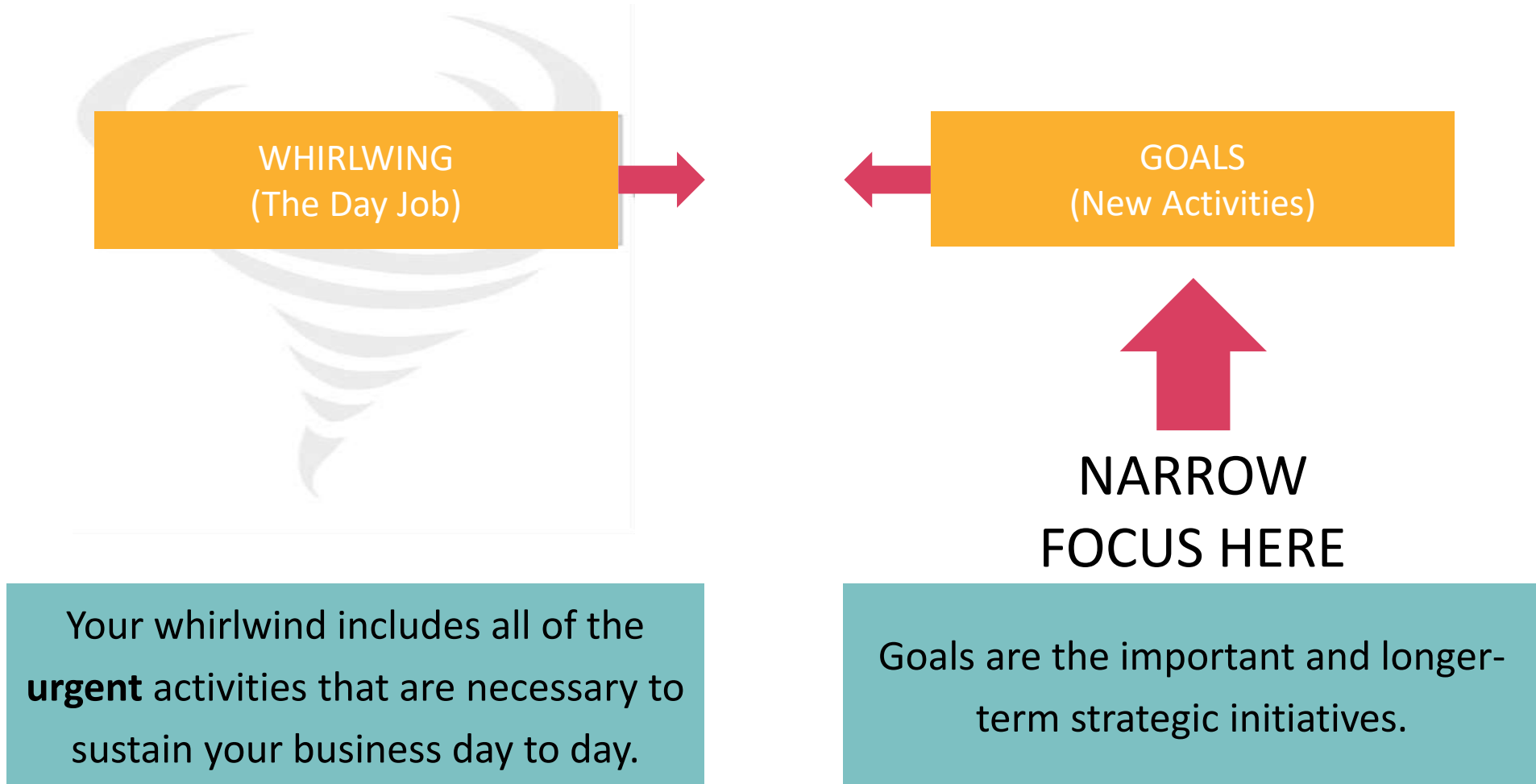
Where to focus

*The secret of change is
to focus all of your energy,
not on fighting the old,
but on building the new.*

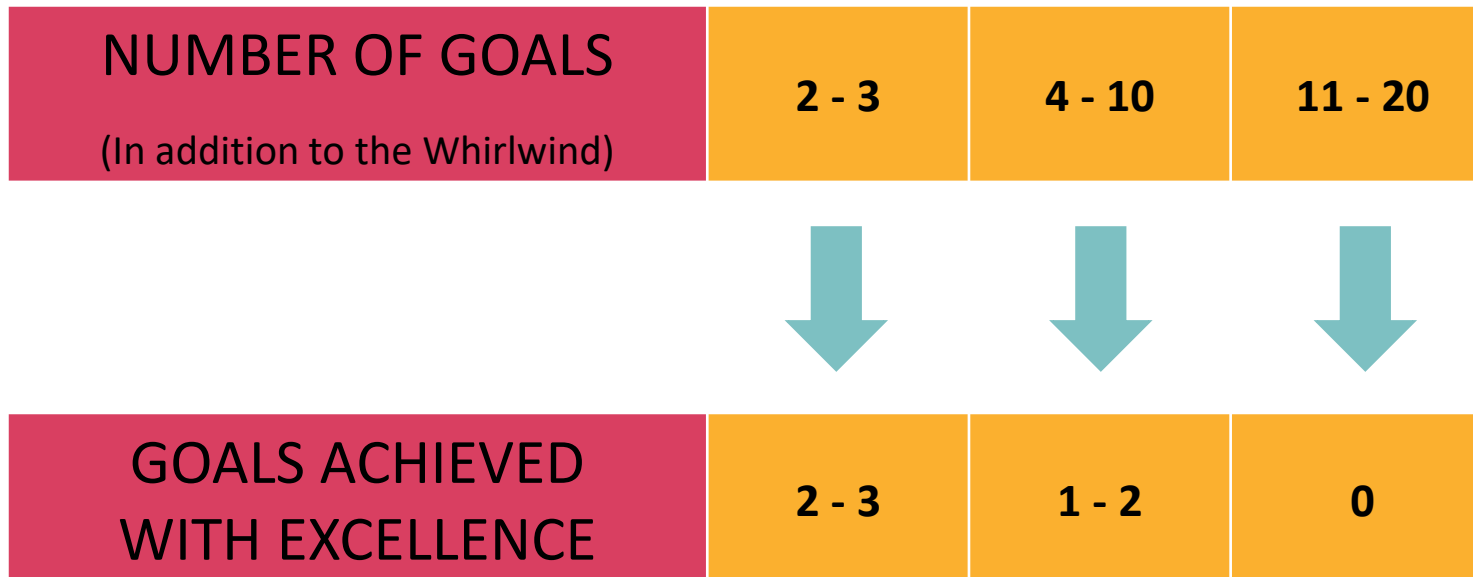
-Socrates



Focusing in goals

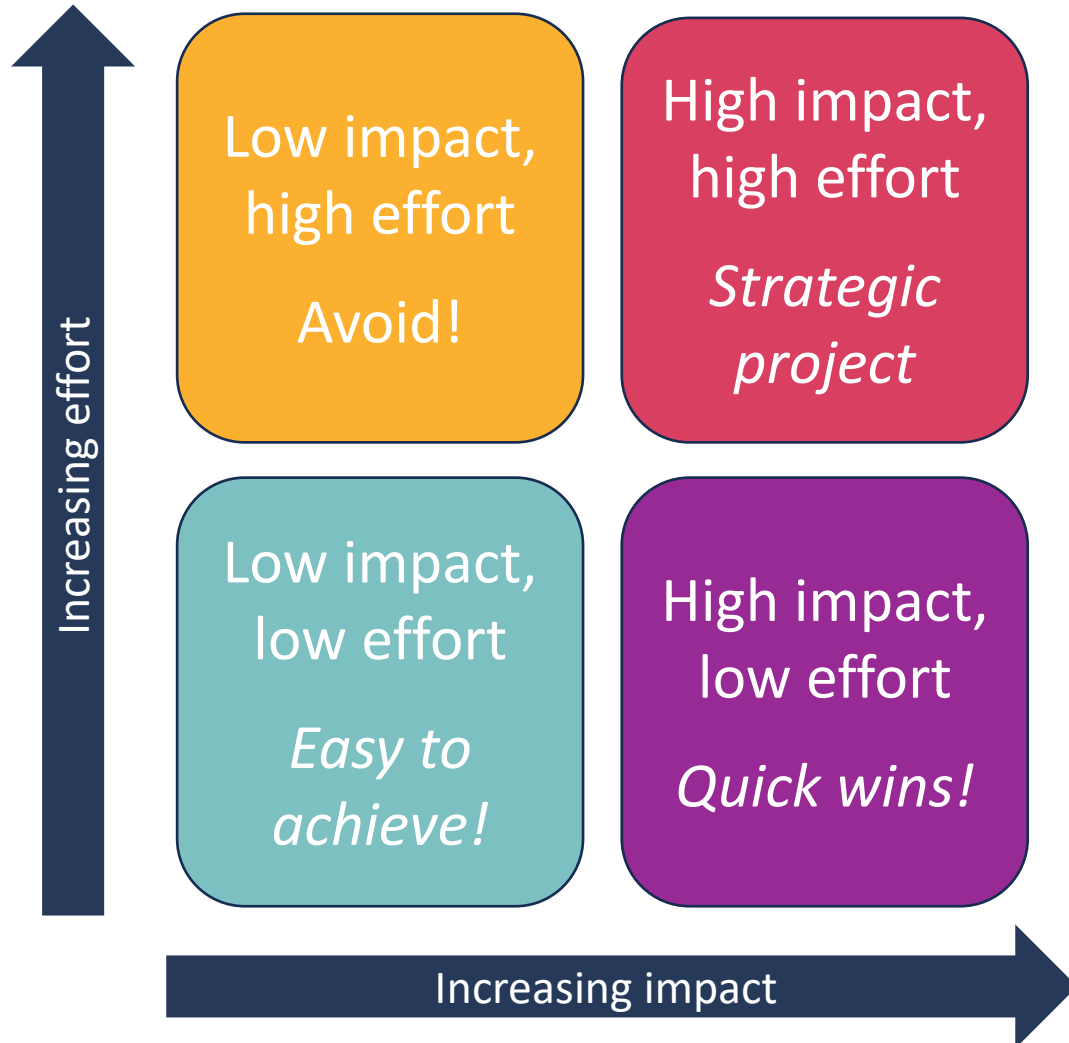


Prioritisation is key



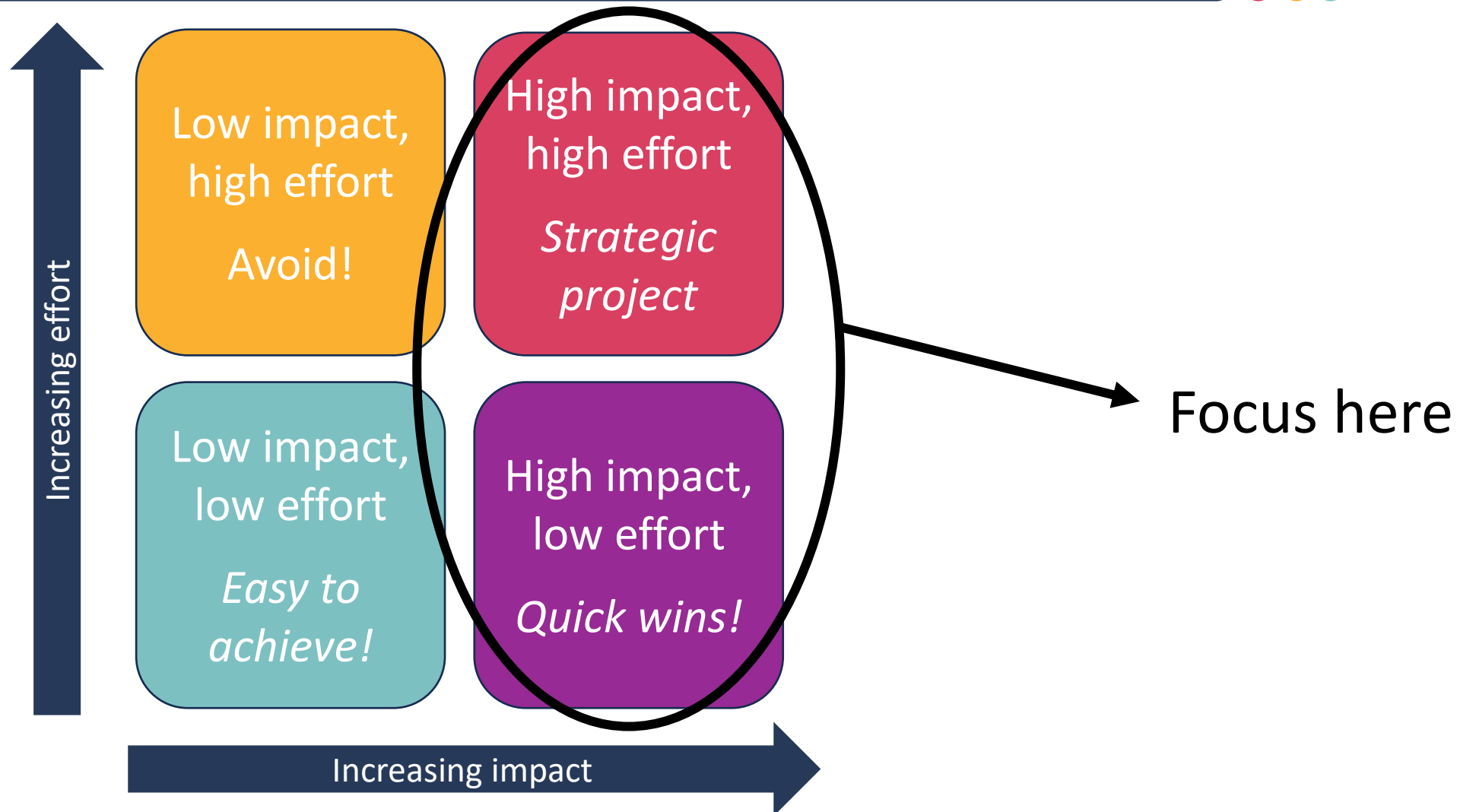
Your chances of achieving 2 or 3 goals with excellence are high, but the more goals you try to juggle at once, the less likely you will be to reach them.

Prioritisation – impact/effort

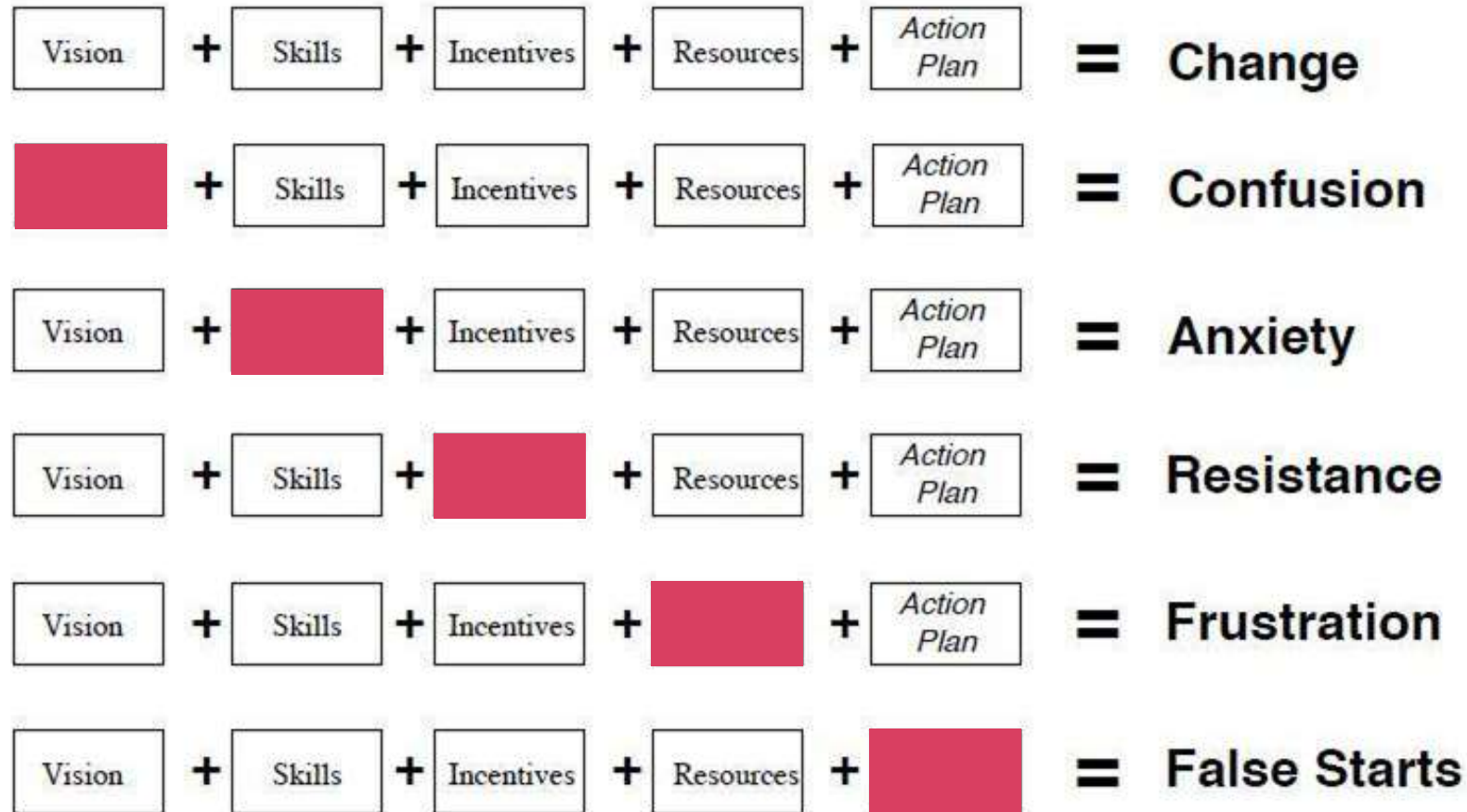


There will always be more good ideas than there is capacity to execute

Prioritisation – impact/effort



Managing complex change



Adapted from Knoster, T., Villa R., & Thousand, J. (2000). A framework for thinking about systems change. In R. villa & J. Thousand (Eds.), Restructuring for caring and effective education: Piecing the puzzle together (pp. 93-128). Baltimore: Paul H. Brookes Publishing Co.

Action steps – as a LEADER

- What do you notice about how your team/consumers/partners are responding to the change?
- *What's missing?*
- What might help you move forward?
- Use the tools and frameworks – don't just guess. Be curious!

TAKE ACTION!



What's one action you'll put into practice based on our discussion today?

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Any questions?