

Leadership: As It Relates to Change



Presented by

Colette Carlson

www.SpeakYourTruth.com



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Complete the following sentence:
Change is _____.



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Change is....Fun!



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Change is....Good/Bad!



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Change is....Stressful

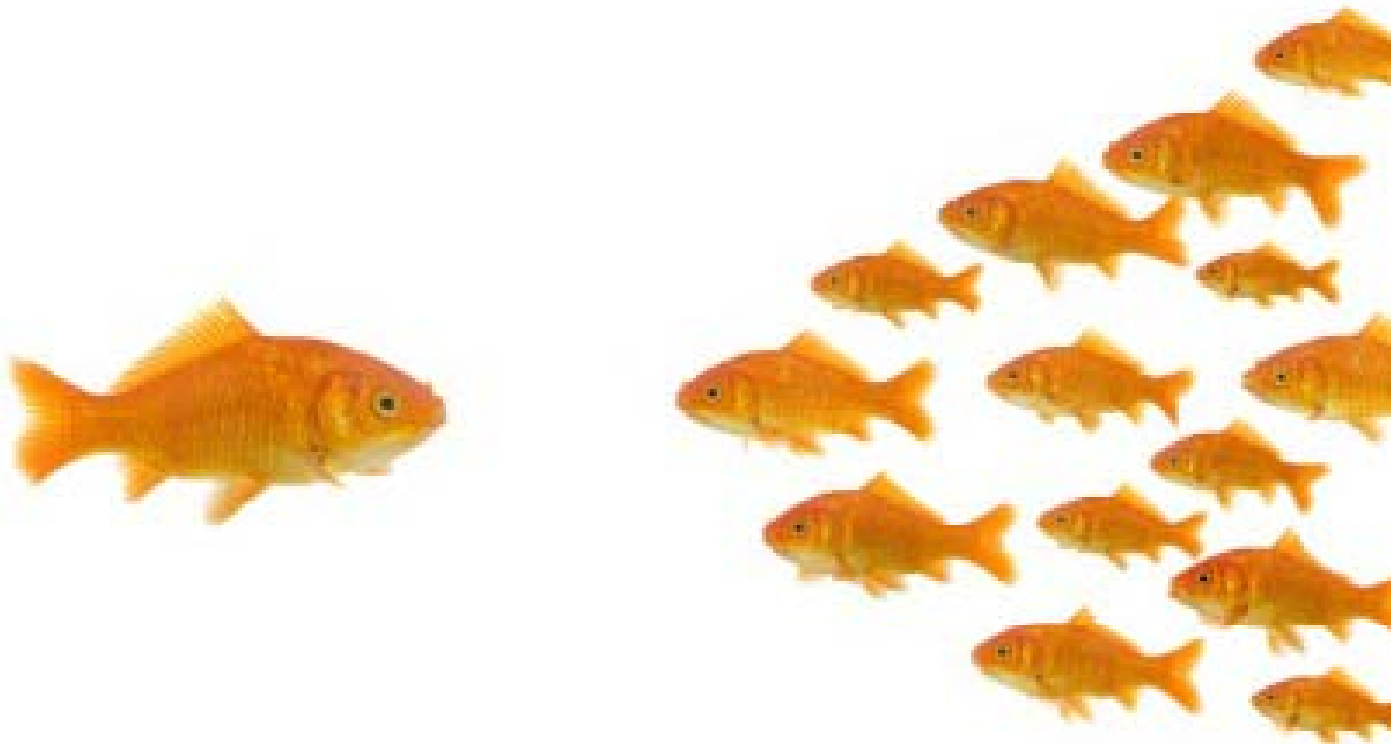


Change: How you stand on an issue often depends on where you sit.



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Change is....Difficult!



New Year's Resolutions



Why is change such a challenge?



Change is....different for everyone.



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Change can feel like a crisis or loss causing a grieving process.



Change is....a matter of perspective.



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People react to change in one of three ways:



People react to change in one of three ways:
1. Non-active: Resist the change and choose to remain in denial.



People react to change in one of three ways:
2. Reactive: Knee-jerk reaction to change



People react to change in one of three ways:
3. Proactive: Plan and manage the change.



Leadership: As it Relates to Change



Leadership Checklist:
I make sure my own behavior is flexible and adaptable.



Leaders Create Change in 5 Stages:

1. **Plan**
2. **Involve Team**
3. **Monitor Results**
4. **Obtain Feedback**
5. **Reinforce**



Leadership Checklist: **Plan**



Leadership Checklist: **Plan**

People change what they do less because they are given analysis that shifts their ***thinking*** than because they are shown a truth that influences their ***feelings***.

-The Heart Of Change by John P. Kotter



Leadership Checklist: **Plan**

Decisions to Make:
Generalities or Specifics



Leadership Checklist: **Plan**

Decisions to Make:
Sooner or Later



Leadership Checklist: **Plan**

Decisions to Make:
Group or Individual



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Leadership Checklist: **Plan**

Decisions to Make:
Written or Oral



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Leadership Checklist: **Involve Team**



Leadership Checklist: **Involve Team**

I remember the little things make a difference
....smile, eye contact, body language & tone of voice.



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Leadership Checklist: **Involve Team**

I listen to ideas from my team members.



Leadership Checklist: **Involve Team**

I ensure that my team members have the necessary training and preparation to handle change.



Leadership Checklist: **Involve Team**

I don't assume my team members know everything. I ask them.



Leadership Checklist: **Involve Team**

I communicate the *why*....because



Leadership Checklist: **Involve Team**

I establish clear priorities and goals.



Leadership Checklist: **Monitor Results**



Leadership Checklist: **Monitor Results** I make progress visible.



Leadership Checklist: **Obtain Feedback**



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Leadership Checklist: **Obtain Feedback**

I hold regular meetings to review plans.



Leadership Checklist: **Reinforce**



If you refuse to change your job (if you don't like it), the only sensible thing you can do is practice loving it every day. Wayne Dyer



When we are no longer able to change a situation... we are challenged to change ourselves.

[Viktor Frankl](#), author of [Man's Search For Meaning](#)



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SPEAK YOUR
TRUTH
COLETTE
CARLSON

Professional
Speaker & Author

140 Encinitas Blvd #150
Encinitas, CA 92024
760.230.1212
SpeakYourTruth.com
Colette@SpeakYourTruth.com



Colette Carlson – Speak Your Truth

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Next Professional Development Training

Date: February 14, 3pm (ET)

Subject: 10 Tips 'n Tools to put GO! in your Goals

With: Julie Berg, *Leadership Coach*





**Thank you for your
participation!**



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