



Leading Change Takeaway Message

Change happens. It is inevitable.

Understand that change:

- is a fact of life
- a source of anxiety for many people, but it certainly doesn't have to be
- can be a valuable tool of leadership

When change is needed, leading change can make it happen

When change is inevitable, leading change can make it positive

How to Lead Change

1. Recognize that change happens
 - Once change occurs, be ready for it to happen again
2. Empower others to help you lead change
 - Consider who needs to be involved
3. Lead change based on Values, Mission and Vision
4. Establish Urgency
 - People need a compelling reason for change
 - Communicate the vision of what change can do
 - Communicate the steps to necessary to make change possible and desirable
5. Move ahead, regardless
 - Some folks are reluctant to change. Encourage them anyway.
 - Some simply can or will not change
 - They will eventually remove themselves, or
 - They will discover that the situation has moved along without them
6. Create a culture that embraces change
 - A culture that embraces the need for change will seek it out willingly, effectively and with a sense of eagerness and anticipation

The ULTIMATE step – Leading change through lifelong learning

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

Remember when making change to make **positive** and **effective** changes as needed to keep your team on-track.

“Shoot for the moon. Even if you happen to fall short, you will still end up in the stars.”

*Brigadier General (then Lt. Colonel) Hank Taylor
Operation Desert Shield / Desert Storm
August 1990 – June 1991*

WOOD BADGE FOR THE 21ST CENTURY