# Navigating Change Management



Presenter: Wendy Buttacy COO - Adult & Teen Challenge

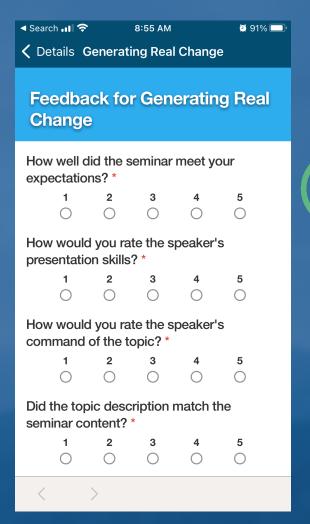


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Overview  Do you ever wonder if anyone really changes? In the face of relapses and falls back into old habits and sin patterns, we sometimes  See more					
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## Let's Talk!!





Change is constant.

Growth is optional.

Choose wisely.





### Leadership is Change

"Leadership is energizing a community of people toward their own transformation in order to accomplish a shared mission in the face of a changing world."

~Tod Bolsinger, Canoeing the Mountains

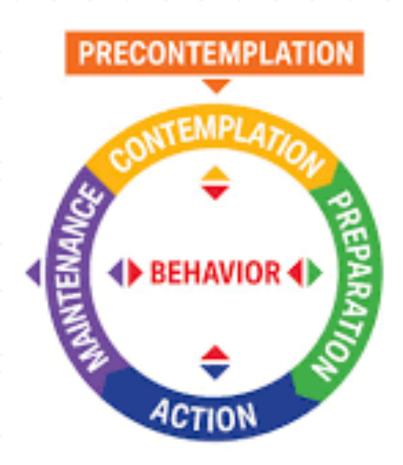


### Types of Change

- Organization-Wide
- Transformational
- Personnel
- Unplanned
- Remedial/Deficiencies



### Change is about PEOPLE



Transtheoretical Model of Behavior Change (TTM) developed by James Prochaska & Carlo Diclemente, 1983





### Change = Friction

"But...we've always done it this way."



### Communicate Clearly

- Establish the Need
- Secure Collaboration/Input
- Ensure Missional/Value Alignment
- Be Clear & Decisive
- Provide Continuous Feedback
   Loops





#### UNFREEZE

- 1. Recognize the need.
- 2. Determine what needs to change
- 3. Encourage replacement of old bx and attitudes
- 4. Ensure there is strong support from management
- 5. Manage/understand doubts & concerns



#### **CHANGE**

- 1. Plan the changes
- 2. Implement
- 3. Help employees learn new concept or points of view



#### **REFREEZE**

- Changes are reinforced & stabilized
- 2. Integrate change into normal ways of doing things
- 3. Develop ways to sustain the change
- 4. Celebrate success



### Responses to Change









Resistance

Disengaged

Acceptance

Proactivity

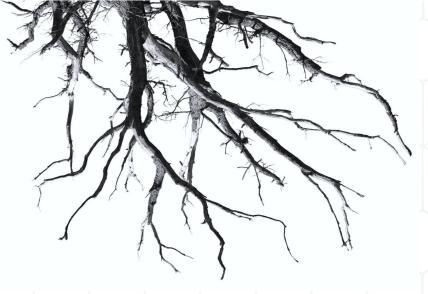


### Remember...

### It isn't about you.

- Don't Marry an Idea
- Actively Listen
- Check Pride Be Humble
- Pray!!





### Roots of Resistance

- Relational
- Emotional
- Contextual
- Practical



### Practical Takeaways

- Culture Trumps Strategy
- Invest Time Upfront
- Ivory Tower = Blind Spots
- Embrace Gameday Changes





## Timing Matters



"For we do not wrestle against flesh and blood, but against the rulers, against the authorities, against the cosmic powers over this present darkness, against the spiritual forces of evil in the heavenly places."

-Ephesians 6:12







