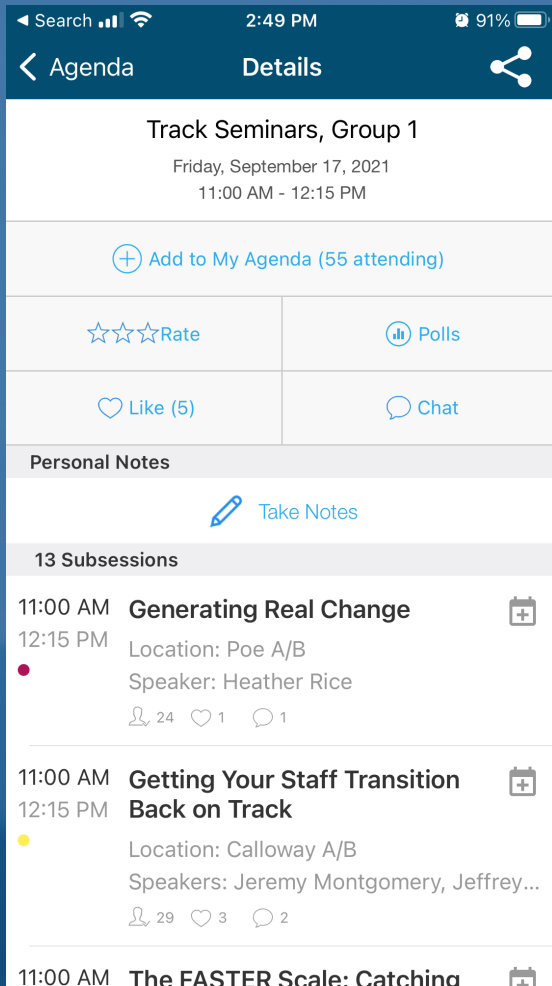


Navigating Change Management

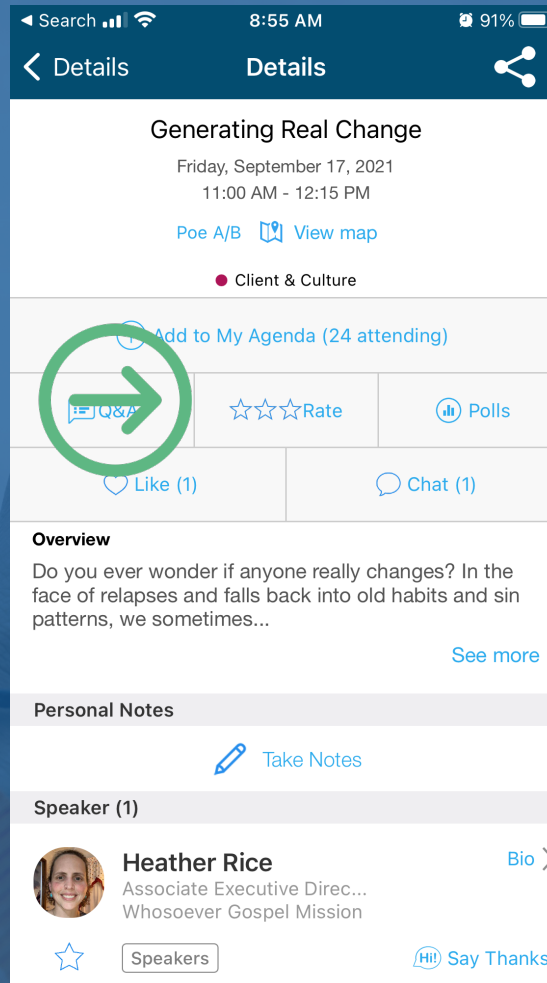
Presenter: Wendy Buttacy
COO - Adult & Teen Challenge





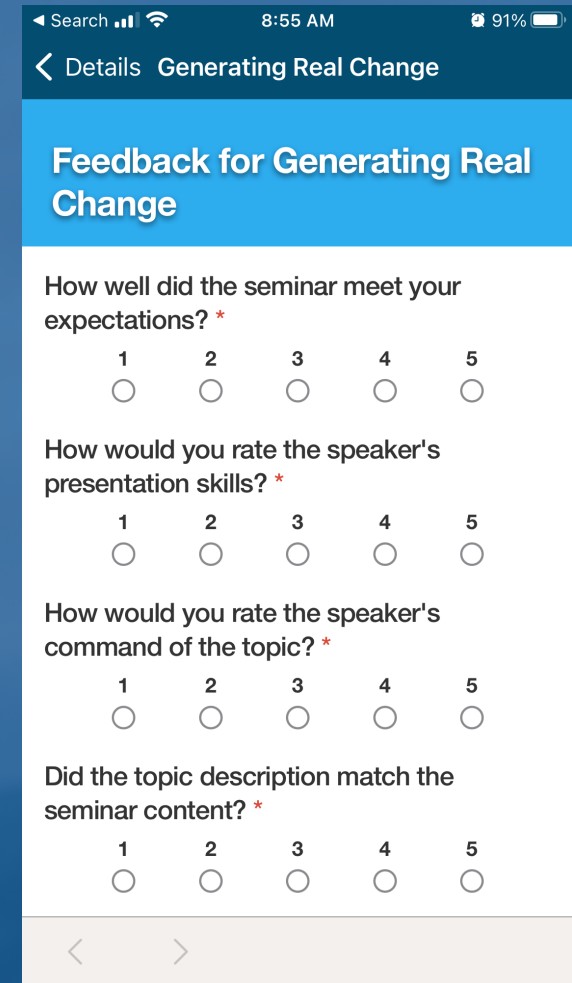
[2]

Open Agenda/Seminar



[3]

Open Seminar and
Select "Rate"



[4]

Answer Questions/Submit

A hand holding a compass against a sunset background. The background is a warm, orange-toned landscape with a hand holding a compass in the foreground. The text "Let's Talk!!" is overlaid in white.

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



Adult & Teen Challenge

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

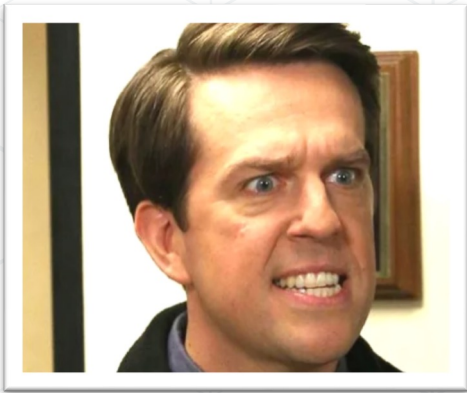


REFREEZE

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

Lewins Change Theory (Lewin, 1947)

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



Questions?

