

Tim Wofford
Chief Professional Officer
Boys & Girls Clubs of Northeast Alabama, Inc.
256-546-5437
Tim@cybrtyme.com



Managing Change



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Fact:

Change

- **Make different; alter**
- **Replace by another, substitute.**
- **Give and take reciprocally; exchange**
- **Become different; pass from one condition or state to another**
- **Money of small denomination**





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What works

- * Leadership addresses values, beliefs, principles, purpose, philosophy
- * Management and supervision deals with goals, objectives, task

(What you do speaks louder than what you say)

(Leadership is about doing the right things)

(Management is about doing things right)





How we will manage change

- **Strategic thinking and planning**
- **Keeping the plan active**
- **Communicating the vision with urgency**
- **Confront barriers**
- **Maintain focus on the ultimate goal (Quality)**





Leadership

is the process of influencing the task and social dimensions of a group trying to reach its goal.

BE BOLD – push the envelope, have the courage to embrace change

WORK IN TOMORROW – use off cycle thinking to let your mind think big and have vision

STRAIGHT TALK – be honest with people “In the spirit of straight talk”





Leadership

FEET ON THE STREET – deals and relationships are not made at the PC, or on the PDA and phone

LEAVE EGO AT THE DOOR – do a check to be sure we are doing things to “add value”, not for ego/self

DON'T TAKE IT PERSONAL – stay positive

NEVER TAKE IT FOR GRANTED – we could loose it all tomorrow





My *TIP* to you is:

- **Teamwork (Togetherness)**
- **Integrity (Moral principles)**
- **Perseverance (Never ever give up)**





Three Methods of Staying Power

- 1.) **Positional** – people with potential for power are in positions of power first.
- 2.) **Action/Issues** – Study actual events and decision making to see who gets what done.
- 3.) **Reputation technique** – Study the creditability & history of the power actors.



It's not how you start, it's how you finish!



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