

MOVING FROM CHANGE MANAGEMENT TO A CHANGE LEADERSHIP MINDSET

Changing your Mind about Change

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Change Management

Change Management

- Is a set of processes, using tools , structures and techniques for managing and controlling a precise change for desired business outcomes with a defined beginning and end.
- The goal is to minimize the distractions and impacts of the change.

Change Leadership

Change Leadership

Personal and Organizational Leadership focused on vision, buy in, motivation, and creating a culture of empowered individual(s) changing things through action .

Is your Organization ready?

Organizations have a
obligation get themselves
ready and you ready

Are You Ready ?

Individuals have the same
obligation to get themselves
ready

Executives Say-

We have a Labor abundance

A TALENT shortage

**they do not have the right
talent !**



Are You ready?

- Have you assessed your Talent Gap?
- Do have the portfolio of skills to get you ready for the next 3- 5 years
- Are you developing yourself?

Technically competent is no longer sufficient

- Soft Skills & Leadership- 50 %
- Strategic Competencies 25%
 - Responsible for Organizational Change
- Technical 25%

Why Change Leadership is important

“Progress is impossible without change: and those who cannot change their minds cannot change anything”

George Bernard Shaw

“It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change.”

Charles Darwin

Reminders about Why

- If you do not like change, you will like irrelevance a lot less.
- We overestimate how much we can change others and underestimate how much we can change ourselves.

“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.”

Alvin Toffler

“It is easier for companies to come up with new ideas than to let go of old ones”

Peter Drucker

Why it is resisted & unsuccessful?

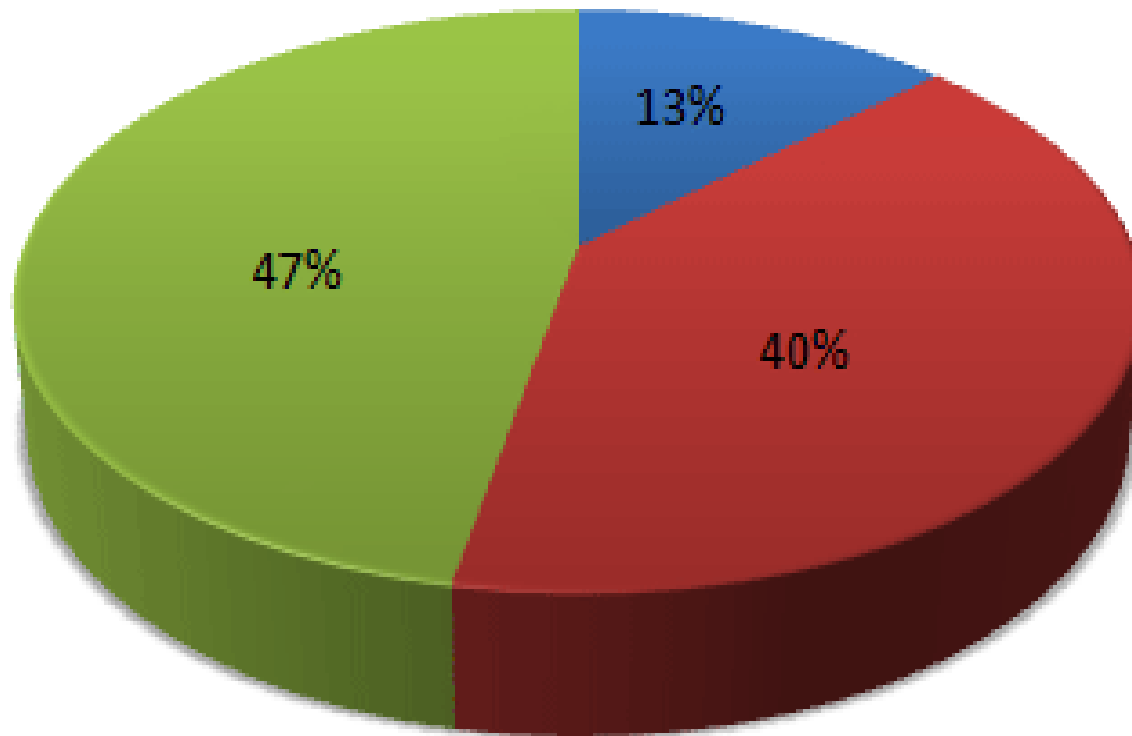
- Lack of Vision, sharing, commitment and understanding
- Little or No sense of Urgency
- Hubris & Delusion of Success
- Denial
 - Don't hide from the truth you need to hear
 - You do not think there is anything to change
- Learning and growth stopped

**“The Biggest Mistake I See:
Strategy First, Urgency
Second”**

John Kotter

A Picture of Urgency

■ True Urgency - 13% ■ Complacency - 40% ■ False Urgency - 47%



REALITY OF URGENCY

➤ Complacency

- "Leaders are over-booked with meetings but few decisions are being made." Content with Status Quo
And not focused on Status Grow

➤ False Urgency/Denial

- "Lots of discussions at the leadership level that don't result in meaningful, actionable decisions. Compounded with lots of distractions and made worse by a prevailing view that everything is 'rosy,' slow to accept reality, very reactive."

➤ True Urgency

- "Leaders staying in regular contact, and focusing on agreed on priorities."

The Mirror and the Window



Questions to self?

- What is your core competency?
- Is that going to carry you for next 3-5 years ?
- Where do you want it to carry you ?



How to help find the What

- Feedback- focuses on how you functioned in the past
- Better Listening
- Move to the Balcony- - “If you change the way you look at things, the things you look at change”
- Feed Forward- focuses on ideas you can put into practice in the future

Feedforward Exercise

- Pick one behavior you want to change
- Describe this to your neighbor
- Ask that person for 2 suggestions for the future that might help you achieve this positive change
- No mention of the past- everything is about the future
- You are not allowed to critique, or judge the suggestion, not even positively
- Only response is THANK YOU!

To help others develop, start
with yourself

Great Leaders encourage
leadership development by
openly developing themselves

Marshall Goldsmith

Changing the what 3 keys

- Take Action- choose your path
- Find an accountability partner
- Focus on a future you can change, not a past you can't !

WHAT IS MORE IMPORTANT?

WHERE SHOULD WE FOCUS?

Performance Goals
or
Learning Goals

The How.. to gittin er Dun

The How.. to gittin er Dun

Subtraction instead of Addition

Real Life Subtraction

- PMO with 76 processes



Real Life Subtraction ?s

- How much time do you spend on administrivia when you could be focused on delivering customer value ?
- Is the rigor of compliance taking you away from more important activities?
- If it does not deliver value and benefits-

Real Life Subtraction

- Stop doing it !
- 98% chance it will not be missed
- Practice Creative Abandonment
 - Drop tasks & activities that are no longer as valuable as when you first started them
- Successful PMs and Leaders have got to know what to ignore

and no ,
I do not have a job for you!

How & The Law of Nature

- You have got to cut back if you want to see growth
- You have to pull the weeds and cut back the dead and overgrown branches

The Top 5 for Personal Change Leadership

- Build your personal board of directors!
- Turn off your electronic gadgets- Effective people take time to think, put white space on their calendar.
Read- Think- Write
- What is your question to statement ratio? Double it
Ask questions , learn from everybody!
- Decide what goes on your Stop doing List
- Start your stop doing list ! 10?

WHEN ?

When is the best time to plant a tree?

WHEN?

- When is the best time to plant a tree?
 - Best time ? 20 years ago!
 - 2nd Best time ? - NOW !

- Stop dreaming of a time when you won't be busy-
That time will never come!

- A year from now do not look back and wish you had started today!

Closing Challenges

Your call to action
if

You choose to accept this
mission , today

**What are you willing to
change now?**

What are you going to do differently



When you have decided, and
Before you go to bed.....



Ask yourself...

Was I better today,
than I was yesterday?

?Questions?
&
Comments

THANK YOU !

BE FASCINATED !

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