

Leadership through change

*“the role of a President as
a change leader”*

PEP 4th May 2024



“ a leader ... is like a shepherd. He stays behind the flock, letting the most nimble go out ahead, whereupon the others follow, not realizing that all along they are being directed from behind. ”

Nelson Mandela (Long Walk to Freedom)

Questions to be answered....

- What it means to be an “agile leader” and why its important?
- What are the key leadership principles to being effective in navigating through change?
- How can you support members and yourself through change?



Agile leaders have

*“the ability to move quickly
and easily to
effect change”*

*“whilst bringing
members on the
journey with them”*



Agile leadership is based on....

the belief individuals and teams are self-organizing and capable of making good decisions when given autonomy and trust

Agile leaders empower their team by providing clear vision and goals,
encouraging collaboration and
removing obstacles.

Agile leaders are humble, engaged, adaptable, flexible & visionary and they....



Collaborate frequently.

- Communicate organisation goals



Get comfortable with experimentation

- Consider alternative solutions - they are flexible and adaptable.



Provide feedback regularly.

- Empower others to lead.



Make work purposeful.

- Promote ownership, accountability and continuous improvement



Lead by example.

- Prioritise the team over individuals.



Keep doors open.

Navigating change

“lead, don’t manage!”

“Begin with the end in mind” - vision, impact, reach



“Seek first to understand” – engagement & clarity



Take a “Good to Great” disciplined approach





→ **“Begin
with the
end in
mind”**



→ and expect
some disruption

Existing members

36% of Zone 8 members considered leaving!

Reasons why remain...



Serve community – **80%**



Friendship – **71%**



Connections – **9%**



Leadership opportunities – **9%**



Other – **9%**

Why considered leaving....

- Expectations fallen short - **29%**
- Conflict - **27%**
- Time issues - **30%**
- Cost issues - **32%**
- Values mismatch - **31%**

What Australians are looking for when considering joining a non- profit organisation

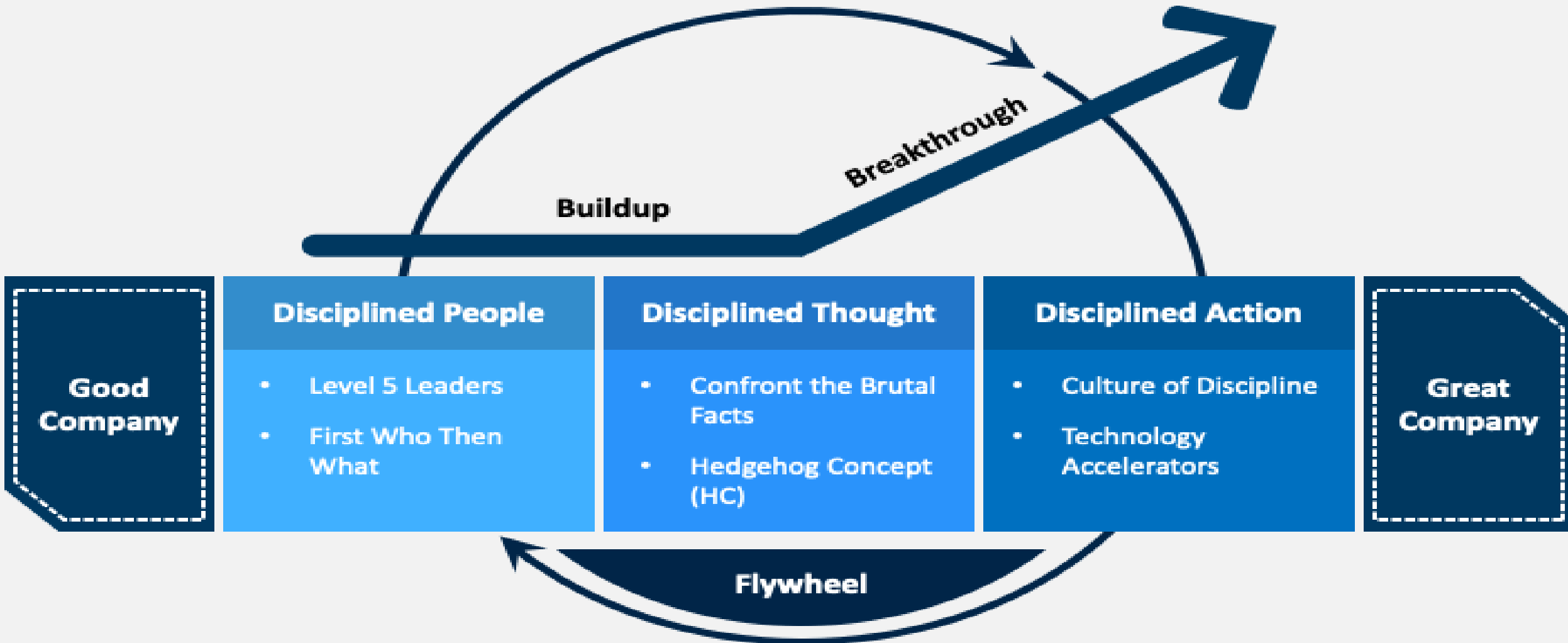
- *Opportunities that “give me a sense of purpose” tops the list of answers*
- *“Causes that are important to me” closely follows*
- *Opportunities that suit time and cost limitations*



GOOD TO GREAT

Concept of Good to Great

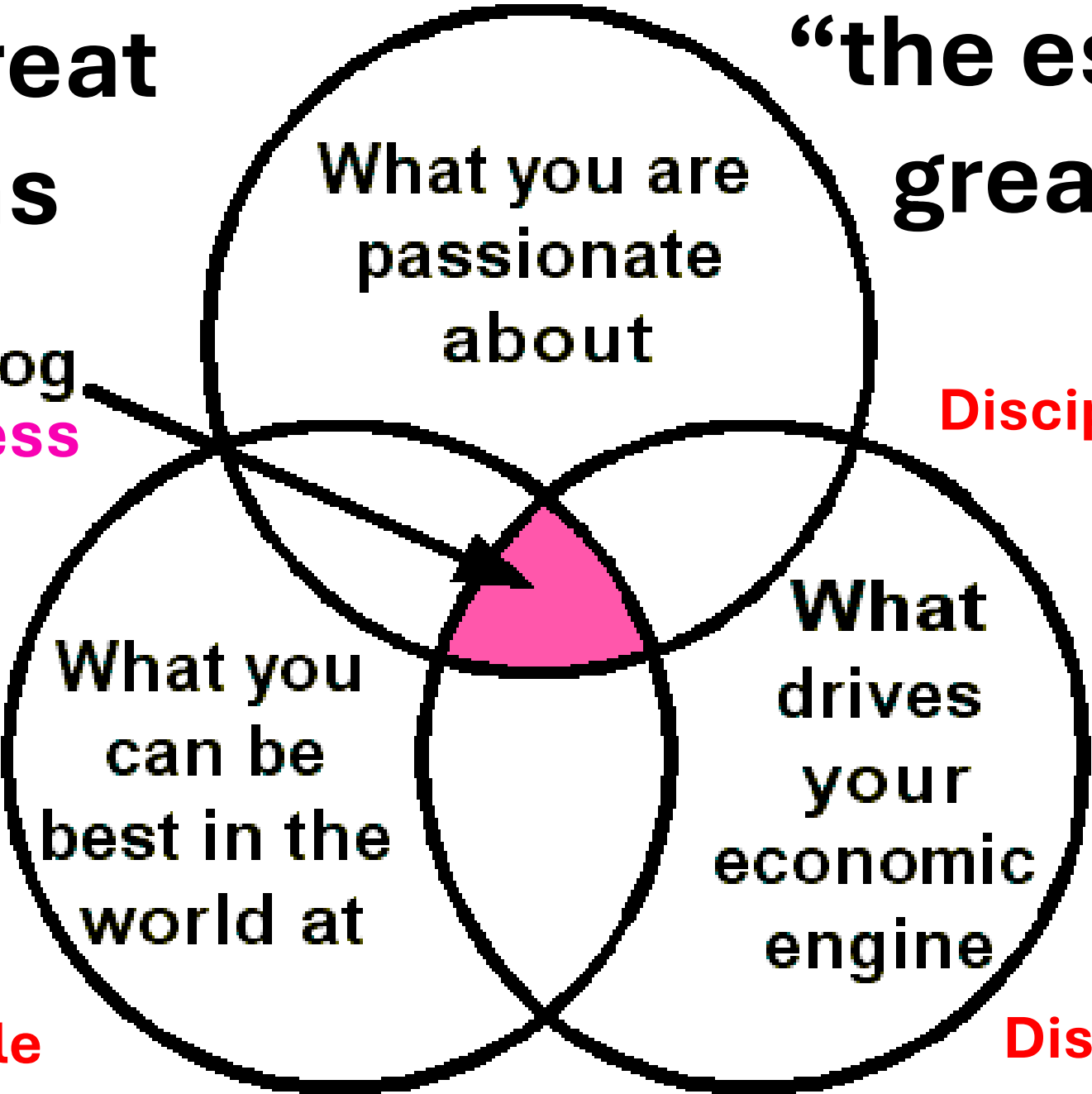
A disciplined approach to organisational greatness



“it’s an eight-year journey”!

Good to Great Questions

Hedgehog
/Greatness



“the essence of greatness”



Disciplined Thinking

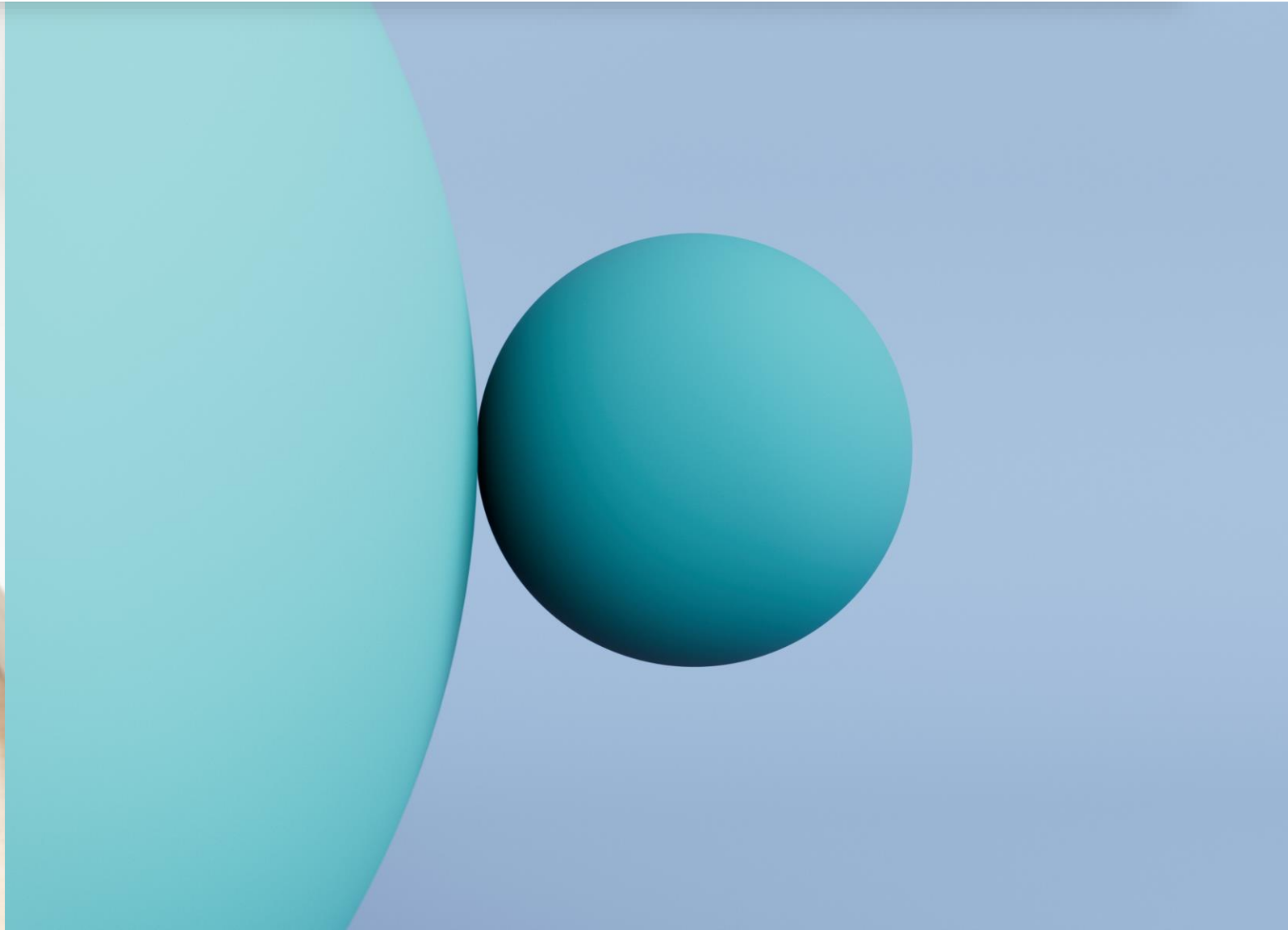
Disciplined People

Disciplined Process

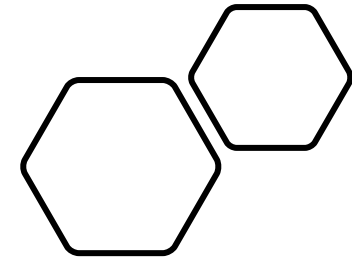
Value & support your members through change



The path to change is paved by many small steps



The 7 Habits: **Sharpening the Saw**



To be effective at leading through change, Presidents you will need to....



Embrace the agile leader mindset



Lead, don't manage change!



Care for your members and yourself, and pivot as necessary

Giving up has no place in the process!

Pivoting allows you to adjust
whilst continuing towards the vision & goals

“A real leader uses every issue, no matter how serious and sensitive, to ensure that at the end of the debate we should emerge stronger and more united than ever before.”

Nelson Mandela

Jan 16, 2000

