



LEADING CHANGE

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CHANGING YOUR PERSPECTIVE CHANGES YOUR EXPERIENCE



POSITIVE LEADERSHIP

Call to Action: Think about your own area of responsibility – what actions could you take?

WHAT IS IT AND WHY IS IT IMPORTANT?

Positive leadership is a set of actions taken by individuals in positions of power and influence;

- to motivate and empower others
- to engage and connect
- to support and collaborate

Positive leadership doesn't ignore negativity, it builds on negativity to create new positive outcomes, and sees negativity as opportunity and fuel for change.



THE 3 C'S OF SUCCESSFUL CHANGE

- ★ **Communicate** - Successful leaders communicate the “what” and the “why.” They explain the purpose of the change and connect it to the organisation’s values or explain the benefits (WIIFM)
- ★ **Collaborate** - They bring people together to plan and execute change which is critical. They also include members in decision-making early on, strengthening their commitment to change.
- ★ **Commit** - Successful leaders make sure their own beliefs and behaviours support the change, too. Change can be difficult, but leaders who negotiate it successfully are resilient and persistent, and willing to step outside their comfort zone.

Call to Action: What could you do differently or more of in your own club / district?

RECOGNISING RESISTANCE



Call to Action: What is one thing you could do if a member is showing signs of resistance?

- Avoidance of new projects / tasks.
- Absence from meetings
- Slow to respond to requests for input or decisions.
- Reduction in involvement.
- Limited engagement in meetings and discussions.
- Silence, not contributing, no 'opinion'.
- Showing up late to meetings or projects.
- Walking away when members / leaders in the club are speaking to them about the change.
- Rolling their eyes during meetings.
- Lack of adoption of new ways.
- Low morale, complaints and gossip.
- Trying to coerce others to their way of thinking.

You cannot over-communicate when you are asking your club (or district) to change.

Every change should consist of delivering timely, relevant and consistent information, as well as mechanisms for members to share their feedback, raise concerns and ask questions.

- Not communicating is communicating something.
- Listen for understanding, not just for an opportunity to respond.
- Changes are about energy, and energy is emotion.
- Communicate in several different ways.
- Trust is the currency of change.

EFFECTIVE COMMUNICATION



Call to Action: Information is great, but also consider the behaviour you are trying to drive?

SUPPORTING

Call to Action: What do you need – think about the support that would help you be a better leader – how could you ask for this?

SUPPORTIVE LEADERSHIP CAN MAKE EVEN THE MOST DIFFICULT CHANGES EASIER...

- ⇒ Know why the club needs to change with reference to internal and external factors.
- ⇒ Understand the impact of change on members.
- ⇒ Realise that people may demonstrate different behavioural responses to change, so explore different approaches where necessary. Don't expect everyone to react the same.
- ⇒ Talk - ask people what they need and then really listen.
- ⇒ Team up with your club and district leaders to provide opportunities for adjusting and working through changes to help support individuals.

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Progress is impossible
without change, and
those who cannot
change their minds
cannot change anything.

George Bernard Shaw



Environment



Culture, vision, mission, club values – how to consciously decide how we want the environment to be.

- We do this by making people feel significant, valued and worthy.
- How we treat each other and speak to each other

MEMBERSHIP DEVELOPMENT

Structure



Structure enables replicability and empowers people to take action.

- Stress and overwhelm in a club or team is usually the lack of structure and process.
- **Internally** it's the ways of thinking and making decisions, **externally** it's the systems and processes within the club which guide how you do things.

MEMBERSHIP DEVELOPMENT

Implement



What happens, how often it occurs, who does it, and when does it happen. It's about the action of doing.

Assess areas of your club where the challenges exist;

- What needs to change
- What needs to be expanded
- What contributes to your success

MEMBERSHIP DEVELOPMENT

People



People are the heart and soul of Rotary, the causes they stand for, who they support and what they exist for.

Do you know:

- What's important to your members?
- What motivates them?
- What they're passionate about?
- Why they joined?

MEMBERSHIP DEVELOPMENT



QUESTIONS