

Lee Stubbs Enterprises

**Leading Change Webinar
In Collaboration with FinPro**



Leading Change in Local Government

Purpose: To provide a webinar for the Finpro Community to explore how they can be leaders of change in their Local Council.

Desired Outcomes:

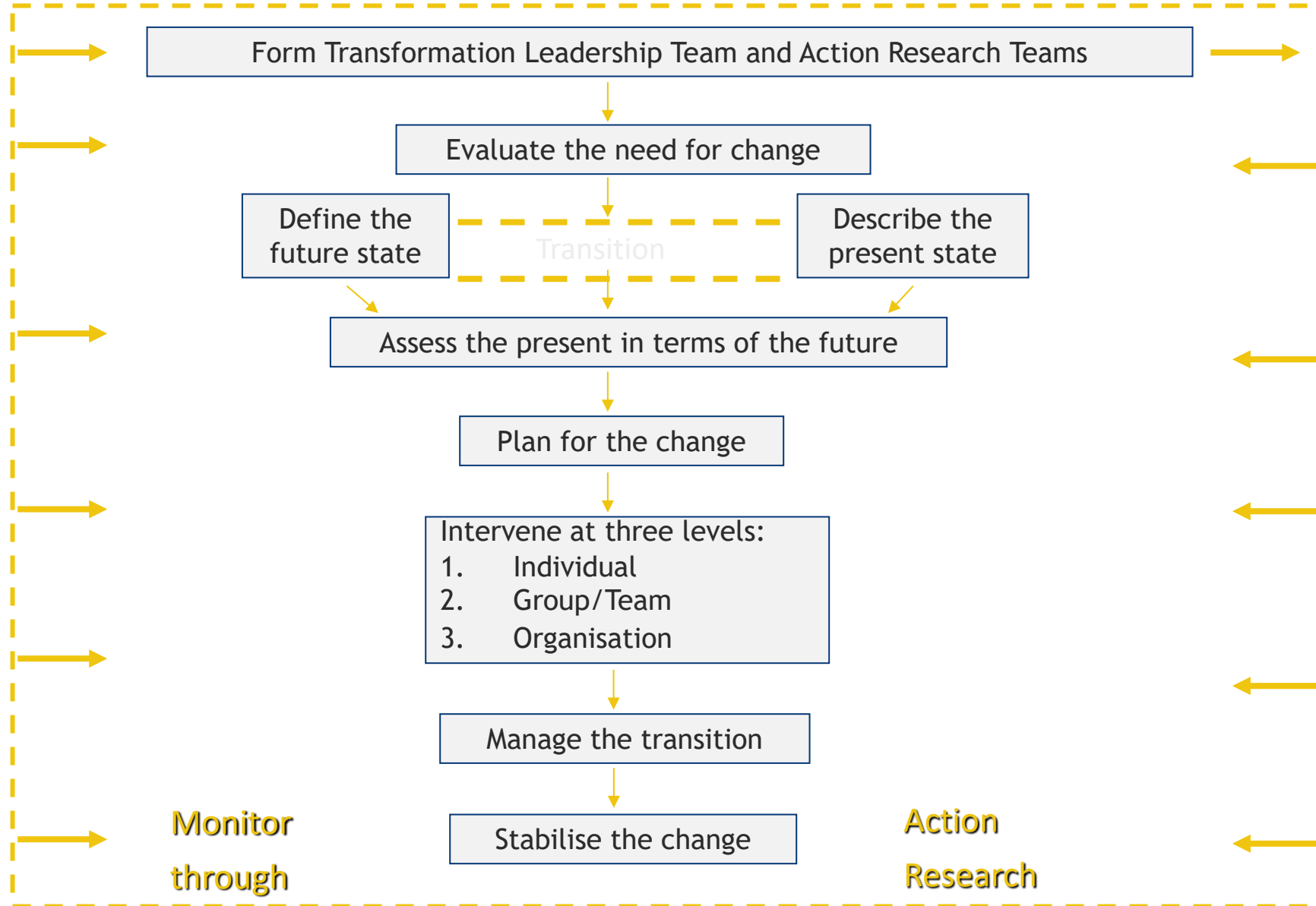
- A shared understanding of how change actually works in organisations
- A shared understanding of mindset and approaches to change leadership can be implemented
- A shared understanding of leading change and leading without power

Approach:

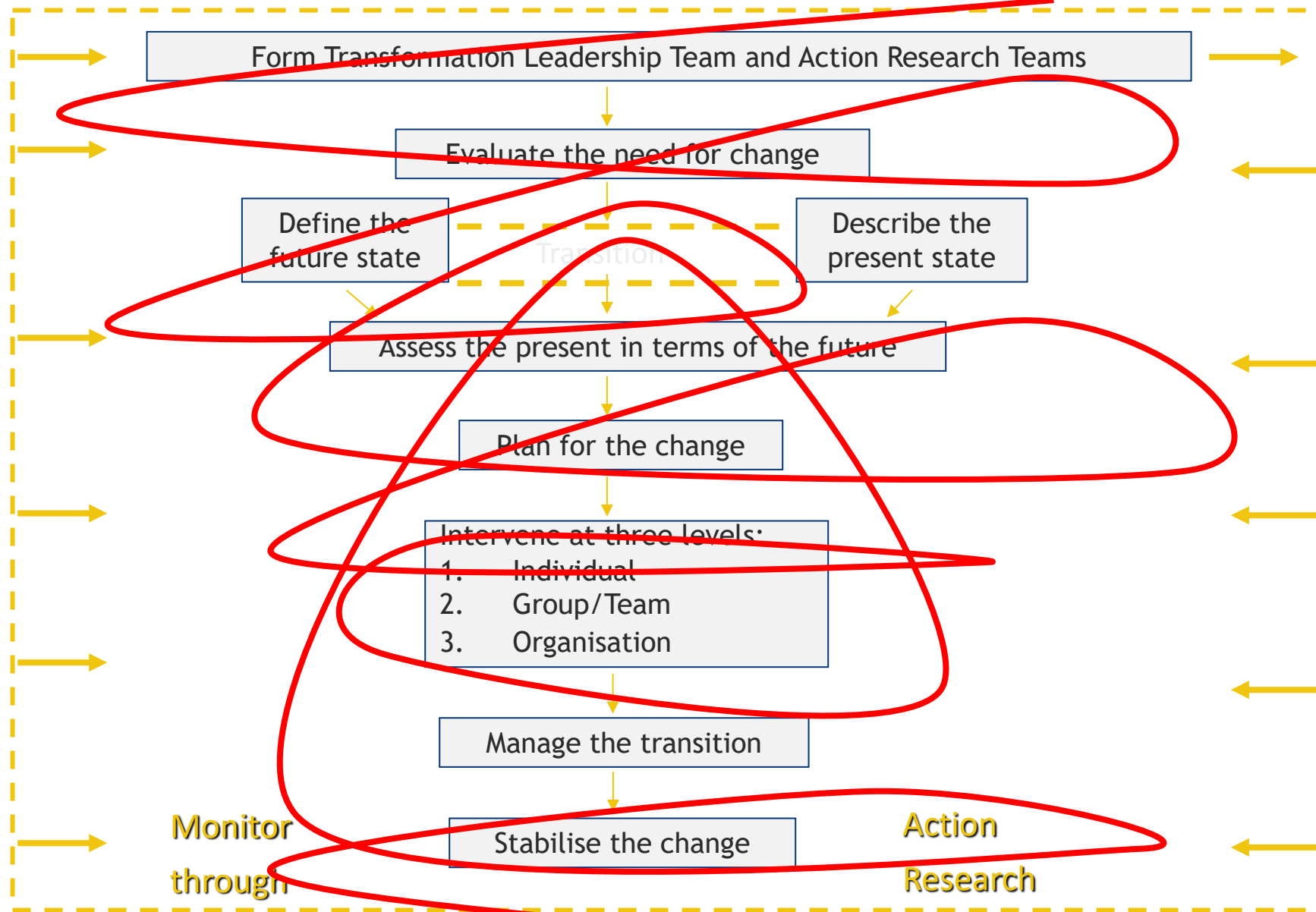
Time	Outcome
5 minutes	Introduction, Context and Outcomes
10 minutes	What does change actually look like in Councils
10 minutes	Mindset Shifts required to lead change in Council
10 minutes	Rules for Leading Change
10 minutes	Leading with Influence, not power
10 minutes	Q&A
5 minutes	Net Steps & Close



Total Transformation Management Process



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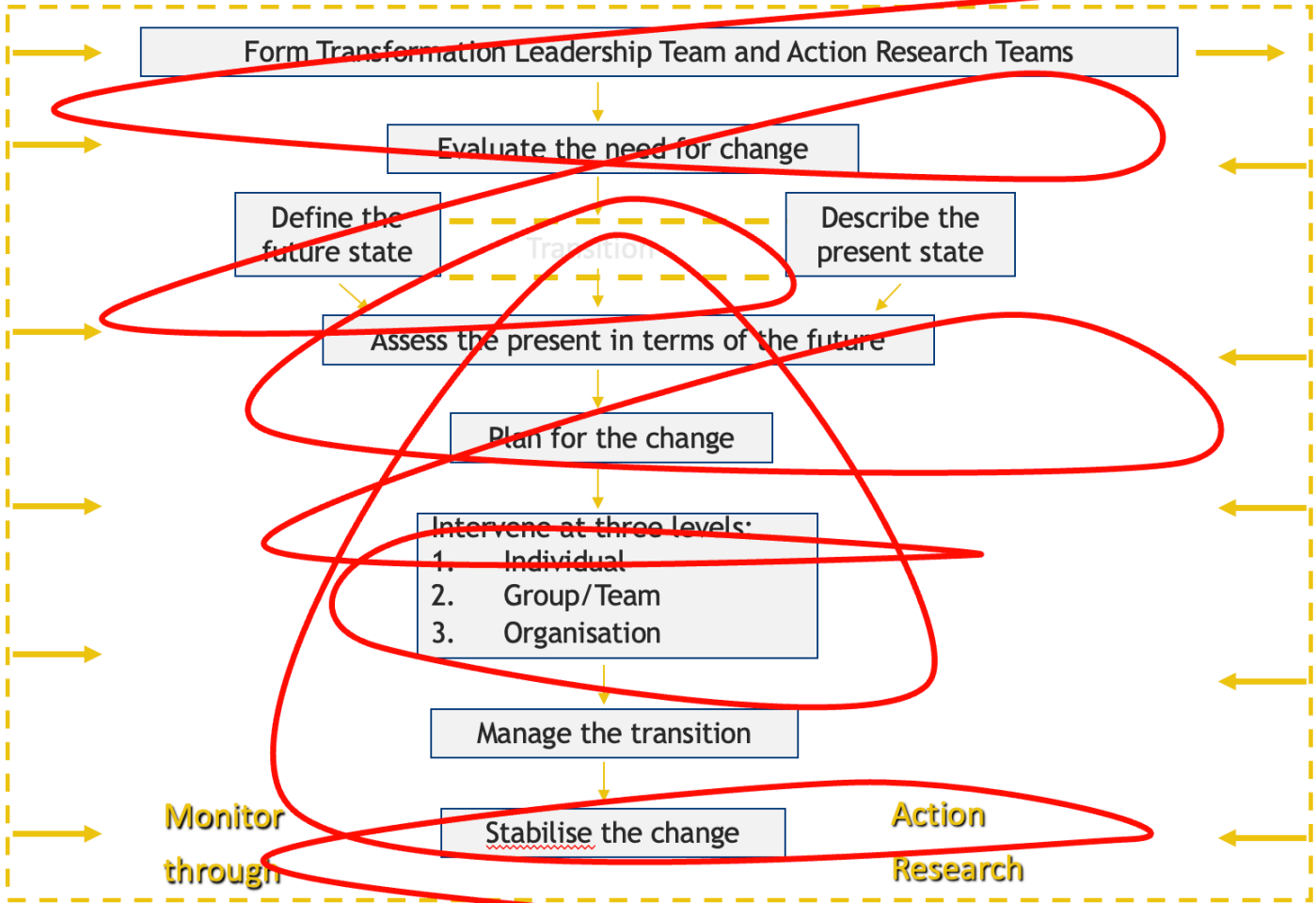


Lets unpack the squiggles!

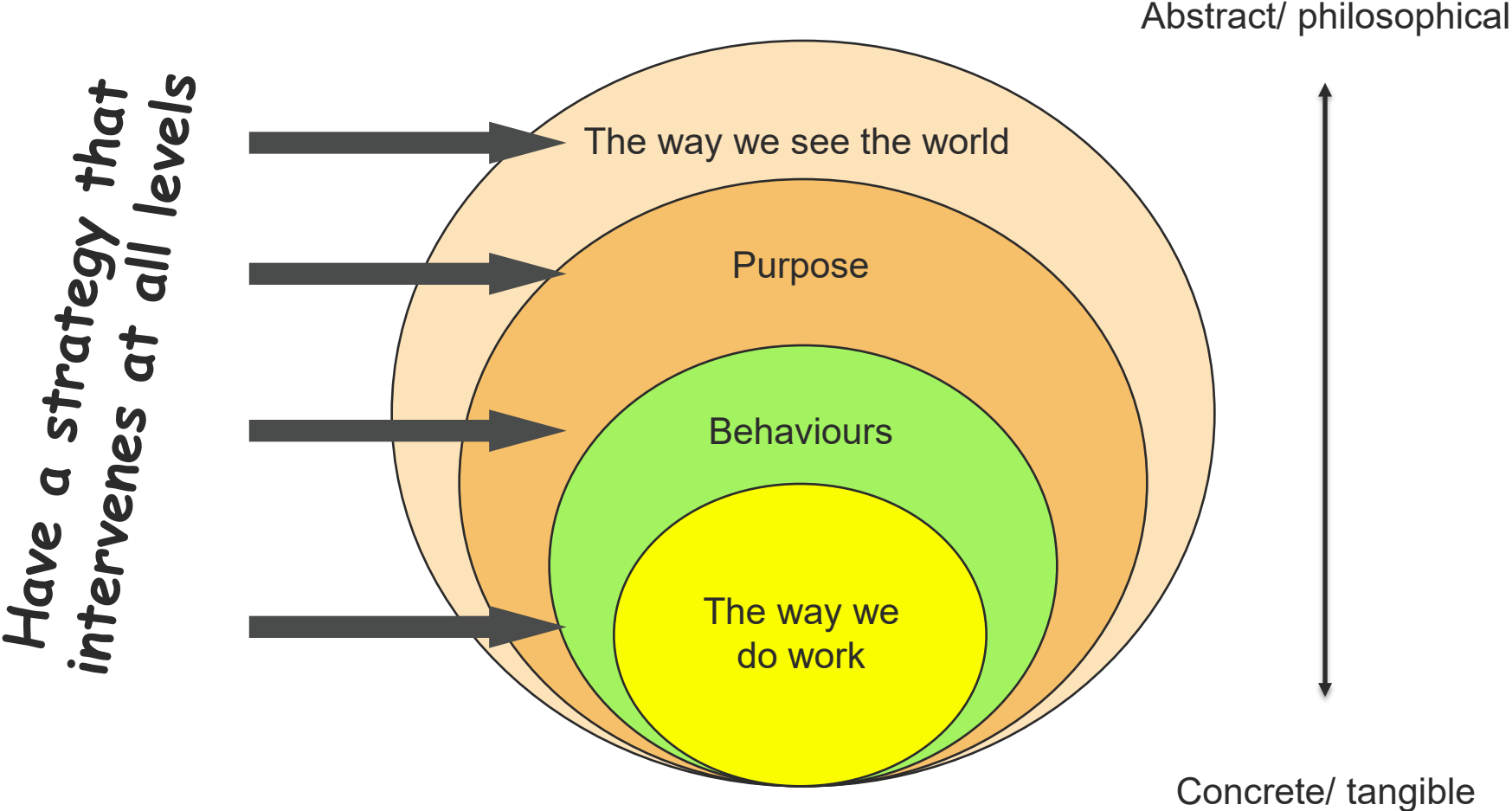
Change is:

- A process not an event
- A non-linear process so regression and false starts are normal
- Made by individuals first, then organisations
- Is a highly personal experience
- Entails developmental growth in feelings and skills

and any intervention must be related to the people first and the 'innovation' second

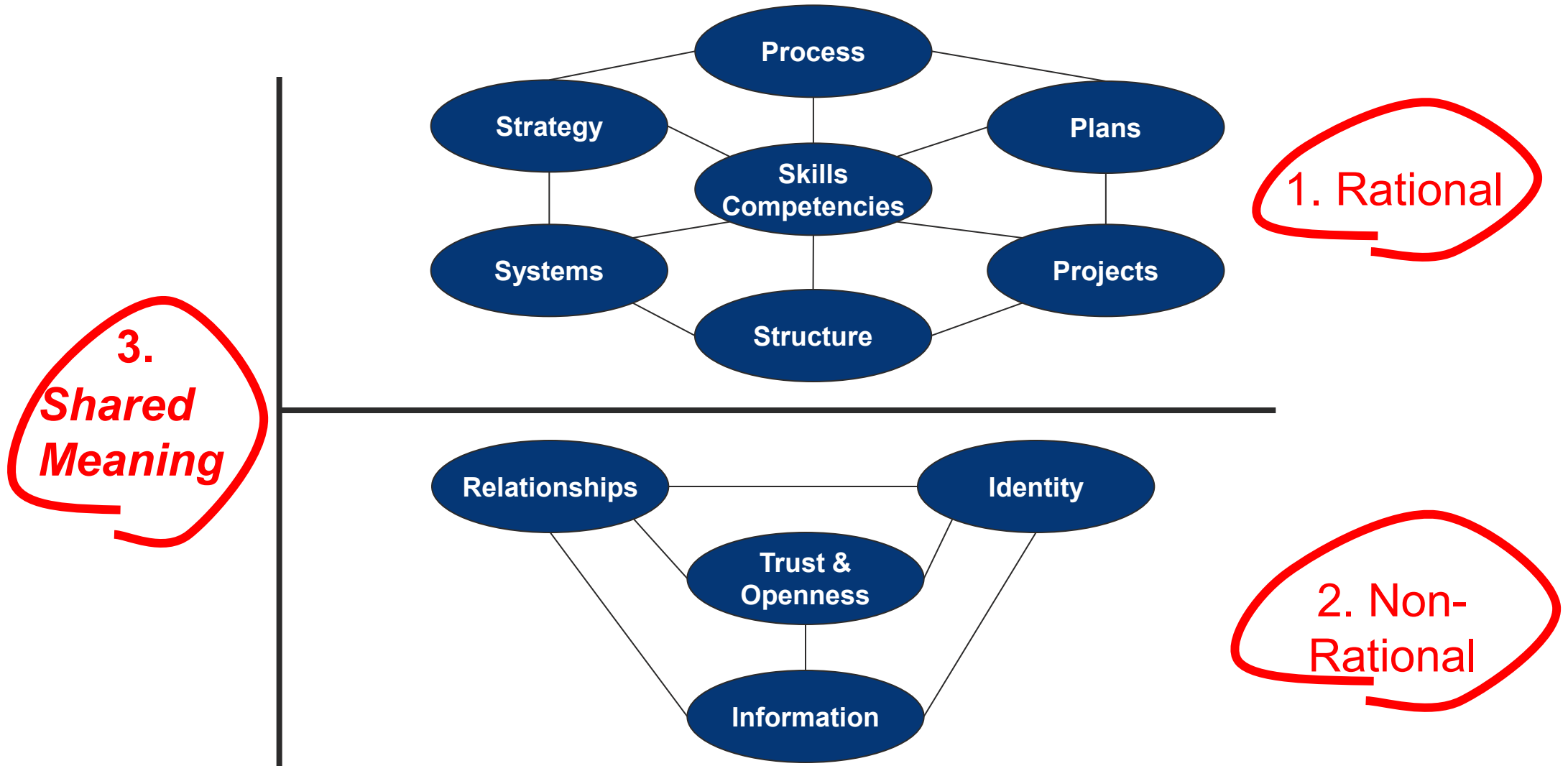


Different Types of Change



**With so much complexity and chaos
where would a punter start!**

Making Change Stick



Adapted from Meg Wheatley

Focus Dimension of Trust

	Low Trust	+	High Power	=	Compliance
• Intentions	Low Trust	+	Low Power	=	Rejection
• Competence - both work and life!	High Trust	+	Low Power	=	Influencer
• Disclosure	High Trust	+	High Power	=	Possibility of real change
• Contractual					

Adapted from Meg Wheatley

Identify and move people to the next stage

	Stages of Concern	Expressions of Concern
I M P A C T T A S K S E L F	6. Refocusing	I have some ideas about something that would work even better!
	5. Collaboration	Ok, I'm ready to have a crack, just don't make this too hard!
	4. Impact/Consequences	I am worried about how this will impact me and my team - we are really busy you know!
	3. Management	I seem to be spending all my time in paperwork and helping my team deal with their issues.
	2. Personal	How will using it affect me?
	1. Information	I would like to know more about it?
	0. Awareness	I don't even know what you are taking about, did I miss something?

Rules for Leading Change

- Never work alone!
- Never push the brown stuff up hills
- People need to hear things 7 times before they sink in!
- Always start where people are at not where you want them to be!
- Develop your own self awareness
- Think systemically look for points of leverage
- Build trust ALWAYS. The more open the system the more capable it is of change.
- Intervene in abstract and the tangible ways listening to their stage of concern

