

A background image showing a hand holding a globe of the Earth. The globe is blue and white, showing continents and oceans. The hand is a light skin tone, with fingers slightly curled to support the globe from below.

Embracing Change Easier Said, and *Can Be Done!*

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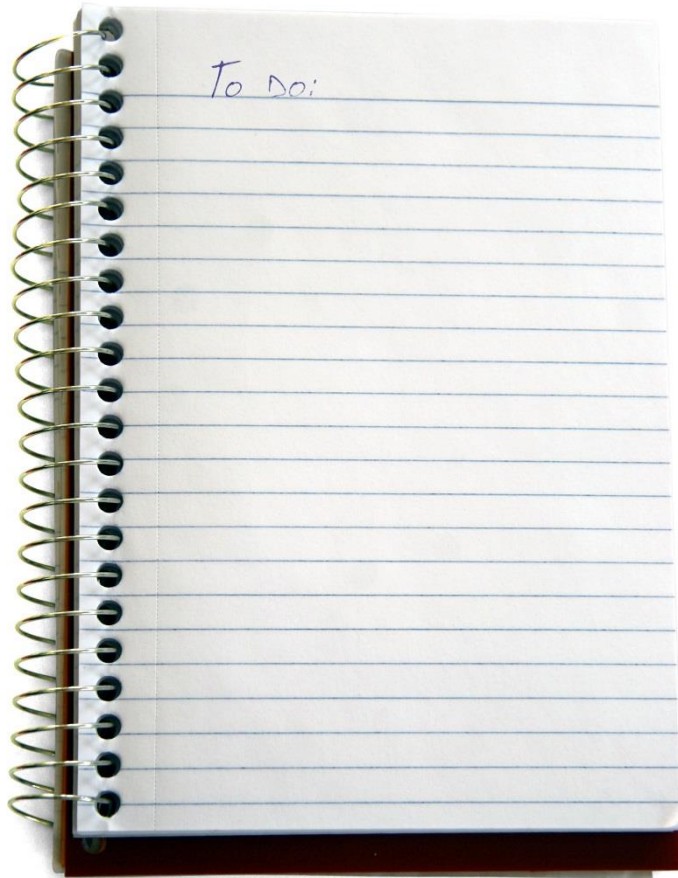
Leadership Would Be Easy...



If it weren't for the *people*



Activity: Name Your Change!



List 1 thing you would change in your branch

List 1 major obstacle

List 2 people who would support it

List 2 people who would oppose it

Save that list for later!

A Brief Look at THEM



- MILITARY
- EDUCATION



A Brief Look at THEM



- SPORTS
- CORPORATIONS



A Brief Look at THEM



- CREATIVES – Technology & Arts



A Curious Look at US



- Hey! It's a non-profit
- What's our culture?
- Get real
- Let's *enjoy* this!



A Long Look at ME



- What roadblocks have (I) set-up?
- Who's in my corner?
- What's UP?
- Stirring the pot!



Leadership Jazz



- Miles Davis said...
- Removing barriers
- What if leadership is something else?
- Leading from the middle
- Failing forward

Change is Good – You Go First!



- You're the leader – you start!
- Be organized, be flexible, and listen
- Get the right people to participate – energy and enthusiasm!
- Plant flowers and pull weeds
- Make it *FUN*



Activity Revisited

Project Name:				
Proposed Due Date:				
Describe the Key Obstacle:				
Initial Meeting Date/Time/Location:				
Members For	Members Opposed	Idea #1	Idea #2	Proposed Next Steps

- Pull out your Change List
- Add items from the List to the form
- Answer other questions
- Forget anything?
- Congratulations - you've sketched a change project!



In Closing

Where leadership is
coming from...think
HIERARCHY

- Structured, top down authority, rule driven
- Set the vision, drive the plan and tasks
- Give critical feedback
- *The buck stops here!*

Where leadership is
going... *think JAZZ*

- A mash-up of styles
- Aren't expected to have all the answers
- Are expected to inspire and remove barriers
- *Leaders stand in the center of change!*

Resources



- Who Moved My Cheese?
 - Spencer Johnson, M.D. - 1998
- Change is Good – You Go First
 - Mac Anderson & Tom Feltenstein – 2015
- You Can't Send a Duck to Eagle School
 - Mac Anderson – 2006
- Play Like a Man, Win Like a Woman
 - Gail Evans - 2000
- Rules & Tools for Leaders
 - Major General Perry M. Smith, PhD, USAF (Ret.) & Brigadier General Jeffrey W. Foley, MA, USA (Ret.) – 2013
- The Miles Davis Quintet & Other Lost Revolutionary Ensembles
 - Bob Gluck – 2016