

Leading Through Change

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Community Connections, Inc.



**Community
Connections**



Leadership

How do you define “Leadership”?

Leadership-A Working Definition

Leadership is the art of motivating a group of people to act toward achieving a common objective.

Change and You

Think of a change you've experienced or are experiencing.

What is your Why?

Why are you doing this Work?



A Tale of Two Community Connections

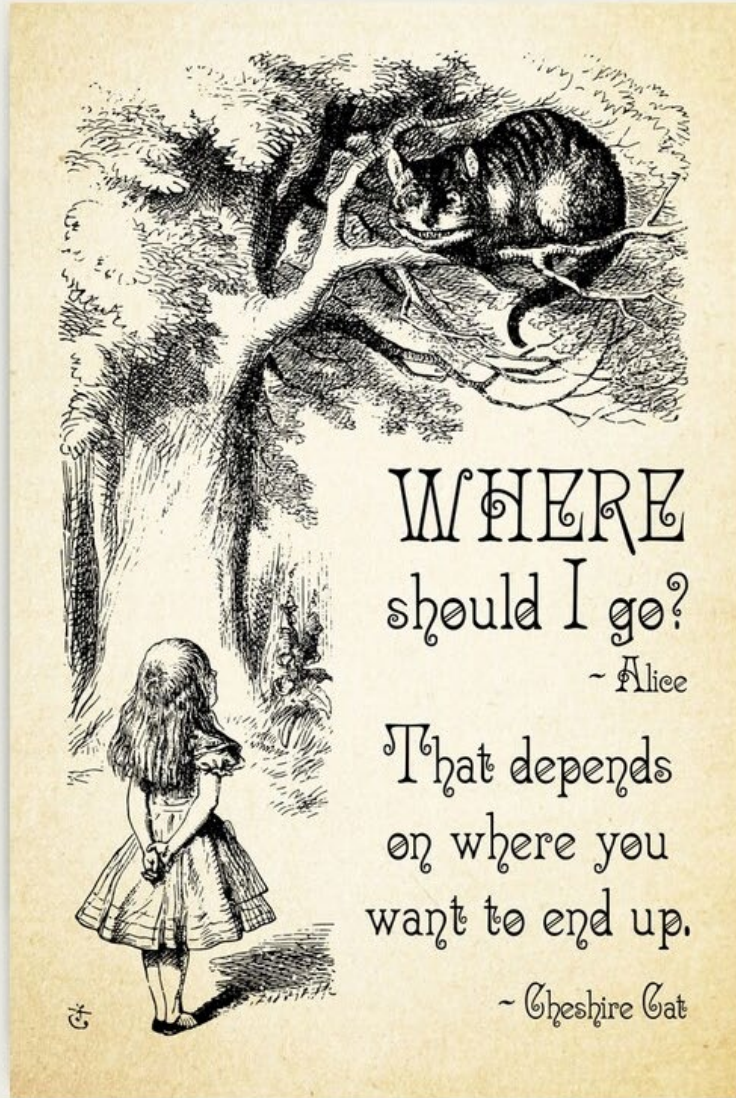


**Community
Connections**

Our Own Lives:
We are Free to Be

What I've learned: 10 Tips

1. Create a plan and be ready to pivot as needed.
2. Find your champions.
3. Recognize that people have different needs at different times in the process.
4. Honor grieving and Incorporate ritual.
5. Communicate often—even when you don't have new information.
6. Give people opportunities to provide input.
7. Involve outside help and expertise.
8. Try to limit the amount of change that happens at once.
9. The leadership techniques you use during “normal” times might not work during times of change.
10. Take care of yourself.



Tip #1

Create a plan
and be ready to
pivot as needed.

Tip #2

Find your
champions.



More on the Importance of Champions



Tip #3

Recognize that people have different needs at different times in the process.



BLUE

emotionally driven
seeks harmony in groups
enthusiastic
creative
sympathetic

GOLD

loyalty driven
respects rules and authority
responsible
organized
appreciative

ORANGE

short-term driven
welcomes change and variety
adventerous
competitive
impulsive

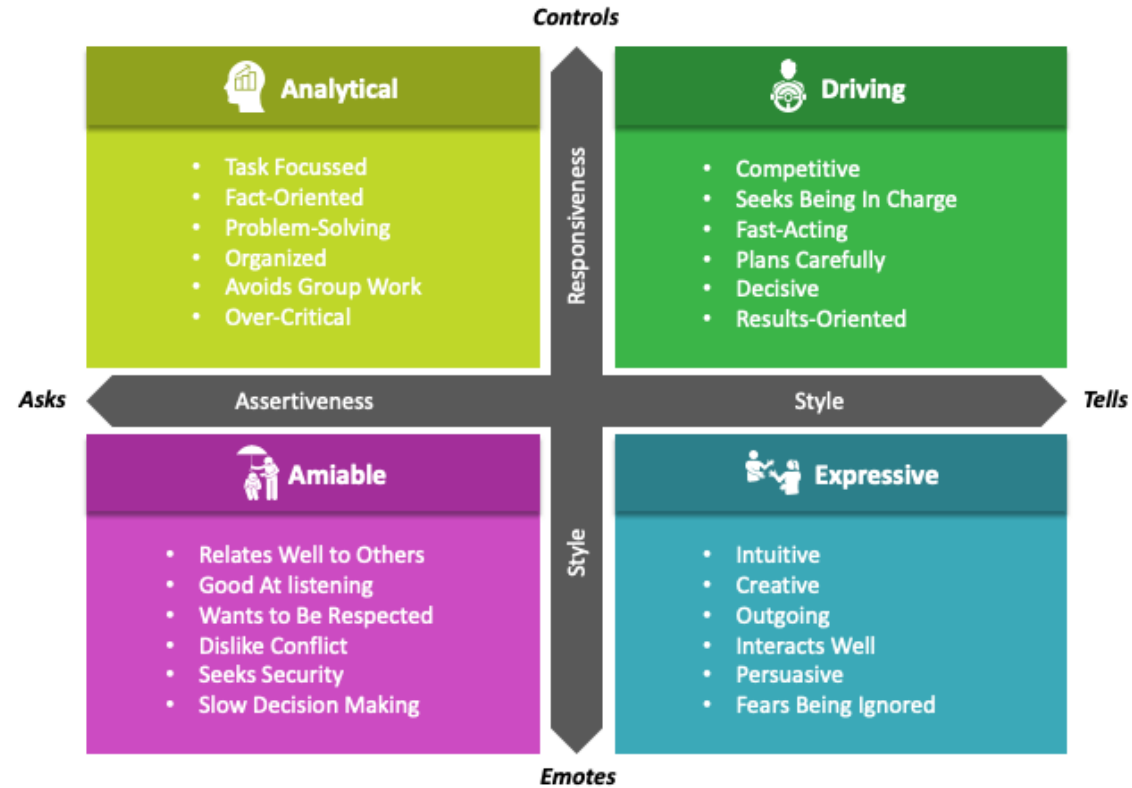
GREEN

logically driven
independent thinker
focused
efficient
analytical

SOCIAL STYLES MODEL

David Merrill and Roger Reid's Model

Sources: Legadima Human Capital



Tip #4 and 4a

Honor grief and
Incorporate
ritual.





Tip #5

Communicate often—even when you don't have new information.

CUSTOMER SURVEY

Thank you for shopping with us! Please take a few minutes to rate us so we can serve you better.

Very Bad Bad Neutral Good Excellent

Your question goes here. Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Your question goes here. Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Your question goes here. Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Your question goes here. Lorem ipsum dolor sit amet, consectetur adipiscing elit.

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How else can we improve?

Your Name:

Date:

Tip #6

Give people opportunities to provide input.



Tip #7

Involve outside
help and expertise.



Tip #8



Try to limit the amount of change that happens at once.

Tip #9

The leadership techniques you use during “normal” times might not work during times of change.

A close-up photograph of two bright yellow bells hanging from a white, crumpled fabric. The bells are positioned on the left side of the frame, with their white ribbons trailing downwards. The background is blurred, showing what appears to be a blue and white patterned surface, possibly a piece of clothing or a decorative element. The overall lighting is bright and natural.

Tip #10

**Take care of
yourself.**

Table Activity

- ▶ With your partner(s), share a change you've experienced in life.
- ▶ Identify a couple of things that worked for you in making it through the change.
- ▶ Identify a couple of things that you needed and didn't get.
- ▶ Choose one example and create a list of what people of different social styles might need to be supported through the change.

Thank you, Alliance!

I'd love to continue the conversation about leading through change. Feel free to contact me:

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