



DEVELOPING YOUR PERSONAL CHANGE MANAGEMENT PLAN

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Overview: Find your dreams, Change your Life via Reflection, Connection and Vision

- ▣ Workshop Key Intent: Using what we've learned so far, to reflect on where you are, where you want to go, create the vision and plan to get you there
- ▣ Reflect on Change Journeys Generally and Specifically
- ▣ Connect with Others and Gather Support
- ▣ Vision Development
- ▣ Making your Plans
- ▣ Wrap-up

Guiding Concepts

I'm reminded of a Mother Theresa quote when I think of personal change management and the associated challenges: She said, "I know God will not give me anything I can't handle. I just wish that he didn't trust me so much."

- ▣ **Reflection:** understanding the personal change journey
- ▣ **Connection:** build a coalition of peers who will be with you along the way
- ▣ **Vision:** Develop clear statement on where you want to be and build your plan to get there
- ▣ **Reflective Accountability:** Make a commitment to yourself to anchor the change and realize your dreams!

Reflection: Who are you?

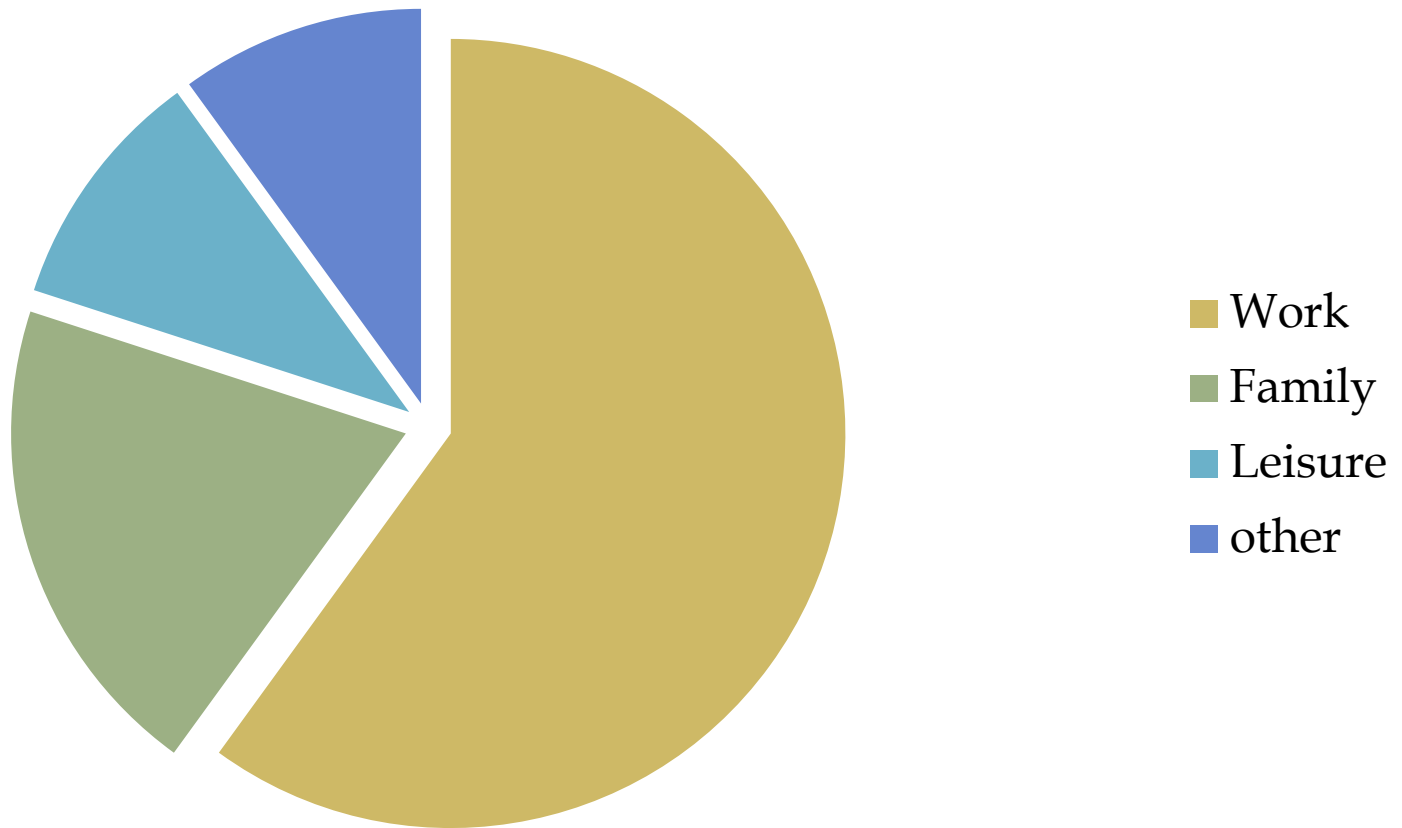
- ▣ Take a few moments to jot down answers to the following:
 - Thinking back one year ago – are you a different person today?
 - In one year from now, do you expect to be different?
 - If you are different, did you plan to change? How did you do it? If you plan to change over the next year, how will you do it?
 - Where would you like to be 5 years from now? Think of both your Career and your Life in general.
 - Who is supporting you in this goal?
 - What is holding you back?

Large Group Feedback

- ▣ Any examples of planned change to share?
 - What supported you, blocked you?
 - Lessons learned for moving forward?
- ▣ What do you think are the biggest challenges facing professionals today?

Let's Consider A's Work/Life Balance and Time Spent?

Time Spent



Now, it is your turn: How do you spend your time? Your Work/Life Balance

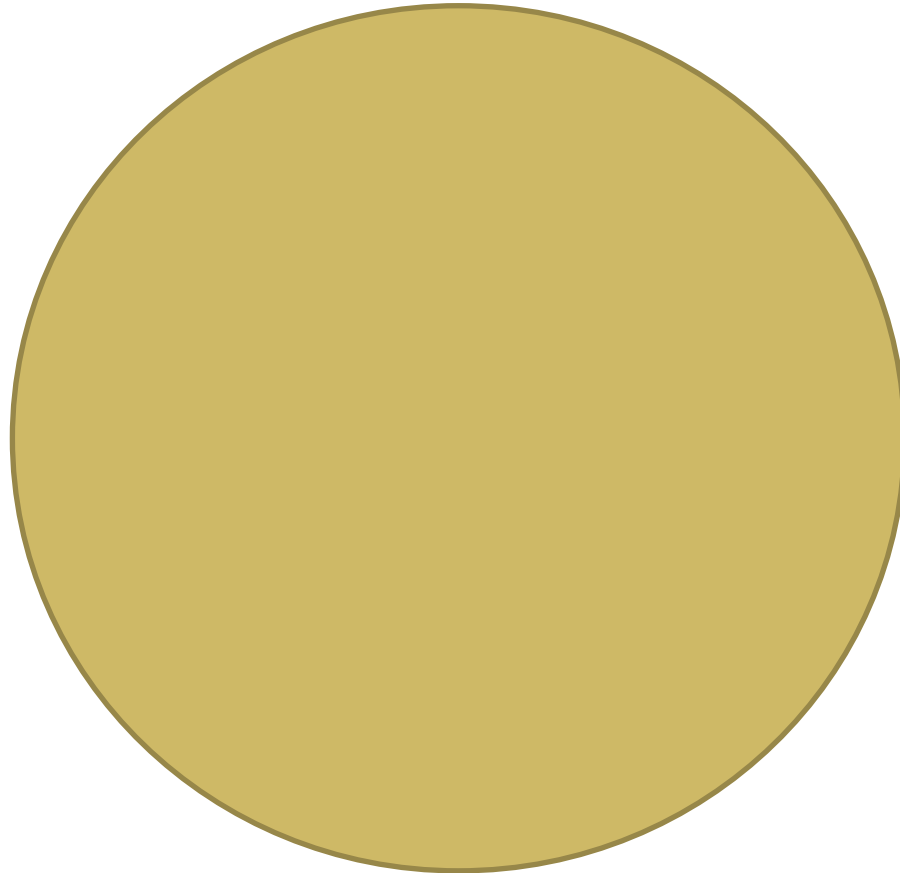


Table Groups

- ▣ What does your work/life balance look like?
 - Where do you find support
 - Where do you find challenges or obstacles
- ▣ What would you like your work/life balance to look like?

Report to larger group

- ▣ Top 3 supports
- ▣ Top 3 challenges/obstacles
- ▣ Top 3 changes to be made to work/life balance

Change Management

- ▣ Drawing from two core thought leaders: Kotter's Leading Change (1997) and William Bridges Making the Most of Change and Managing Transition (1991)
- ▣ Change as a Journey – sense of urgency, guiding coalition, vision and strategy, communicating the vision, empowering action, generating short-term wins, consolidating gains and producing more change, anchoring the change in culture
- ▣ Change is also Transition from one place to another – communication, consider and encourage endings, respect the past, awareness and management of the neutral zones, establish and manage new beginnings

Change from External and Internal Perspectives

- ▣ External
 - Vision
 - Strategy
 - Design
 - Processes
 - People
 - Action
- ▣ Internal
 - Ability to move through time, space, experiences
 - Using our senses and emotional intelligence
- ▣ Awareness of Contrapreneurs

Connection

- ▣ In thinking about how you spend your time and the time you need for your new journey, who can you connect with to find support?
- ▣ Identify your key relationships
 - Family and Friends that will support you?
- ▣ Networks, colleagues
 - How well do you use your existing networks?
 - How will you use your new connections at the conference to add to your network?
 - Have you established a mentor? Peer coach?

“Gang up on the problem together!”

Visioning

Steve Jobs (1997) said, “While some may see [our designers] as the crazy ones, we see genius because the ones who are crazy enough to think they can change the world, are the ones who do.” and

"If you don't care where you're going, then it doesn't matter which way you go" (Carroll, 1865, as cited in Jacobs, n.d.).

- ▣ Effective Visions are:
 - Clear pictures of the future
 - Appeals to those important in your life
 - Feasible and realistic
 - Focussed – provides a pathway
 - Flexible – allows for initiative
 - Communicable – easy to convey

Getting to your Vision?

- ▣ 10 things I most enjoy doing? Be honest. These are the things without which you would feel incomplete.
- ▣ 3 things I must you do every day to feel fulfilled?
- ▣ 5 or 6 most important values?
- ▣ One important goal for each facet of your physical, spiritual, work or career, family, social relationships, financial security, mental improvement and attention, and fun.
- ▣ If you never had to work another day in your life, how would you spend your time?
- ▣ When your life is ending, what will you regret not doing, seeing, or achieving?
- ▣ What strengths or accomplishments have other people commented on about you?
- ▣ What strengths or accomplishments do you see in yourself?
- ▣ What weaknesses have others commented on about you and what do you believe are your weaknesses?

What is Your Vision?

- ▣ What is most important to you to accomplish?
- ▣ In your groups, brainstorm ideas of what a new vision might look like? It should be a picture of your future, something that motivates you, maybe something you picked up at the conference, a new general direction, position, etc.
- ▣ Challenge any negative self-talk, anything goes for this – all ideas are good! There is no one right way!
- ▣ Visions – craft one vision statement at your table - should be simple, you can use metaphor, analogy
- ▣ Share some examples

Visions going forward

- ▣ What can you do right now to achieve your vision?
 - Share your plans in clear, simple way
 - Use metaphors or analogies to make your points
 - Make the needed changes to move forward
 - Repeat often and Lead by example
 - Stick to your knitting – this is you creating your dream
- ▣ Ask yourself, what are you going to do to anchor the changes that your vision requires?
 - Check in with your supporters – are you getting there, can they help you with any obstacles
 - Check in with your self – are you on track, do you need to adjust
- ▣ Reflective Accountability
 - this is about you, keeping yourself on track, moving forward
 - dealing with the obstacles,
 - even re-evaluating goal on the road to success

Wrap Up

- ▣ Reflection
- ▣ Connection
- ▣ Vision
- ▣ Reflective Accountability – take out a clean sheet of paper and write a note to yourself- start with....In the next 60 days, I will commit to ...[this action]!

“Remember you miss 100% of the shots you don't take” (Wayne Gretzky)

Thank you!

- ▣ Questions, comments?

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