

MAKING CHANGE WORK FOR YOU

1. CHANGE WHAT NEEDS CHANGING...NOT WHAT'S EASY.

Sometimes it's easier to change personnel or methods than it is to tackle the REAL issues. Are there underlying agendas that are tripping up communication? Does ONE person need direction or correction instead of delivering it to the entire group? While it may be easier in the short term, the challenges will remain until we deal with the REAL issue.

2. FORGET FOR SUCCESS

A big part of the change process is to be able to walk away from outdated practices. But old habits die hard! Many times it's easier to come up with new ideas than to let go of old ones. Sometimes our ideas and practices outlive their usefulness. Sometimes misinformation and misconceptions determine how we behave and ultimately achieve. But if we release this outdated data from our minds and hearts, we free up space for more productive alternatives.

3. IT ALL STARTS WITH BELIEF

During times of change, getting your team, choruses or region to believe they CAN make these changes is the most important thing you can do. It doesn't happen overnight, but through continuous reinforcement, listening, encouragement and earning their trust, it WILL happen! When we believe, a team becomes unstoppable!

4. FOCUS ON STRENGTHS

Take time to discover your strengths and capitalize on them. Let each team member accomplish their tasks in the way they do it best. Are they very relational and people-driven? If so, they are the ones that need to be talking with choruses and regional personnel. Are they outstanding organizers or detail oriented? They will be of incredible value to help the team or chorus stay on task and moving ahead. Are they visionary dreamers? They provide the inspiration and drive for creating your future. Accept and encourage ALL the strengths of your group. They make you great!

5. **LEAD WITH SPEED**

In times of change, how fast should we move? Although there is no absolute answer, the right answer most of the time is “As fast as possible!” With a slow approach, inertia will stop progress. On the road to change, there will be many tempting places to pull over and relax! Move quickly, efficiently and with determination. Creating short term “wins” along the way nourishes faith in the change.

6. **INSPIRE PERSONAL ACCOUNTABILITY**

As a leader, one of the most important things you can do in times of change is to help others understand how taking personal responsibility and recognizing problems as opportunities will help them as individuals. In other words, “What’s in it for them?” For example, they can become an active contributor rather than a passive observer; others will look to them for leadership; they can gain a reputation as a leader; they will experience less stress, frustration and helplessness; they realize the positive spillover effect into their personal lives. Who wouldn’t want all of that?

7. **CELEBRATE SUCCESS**

Recognition is a human need...one we all crave. Things that get rewarded and appreciated get done! It creates heart power and, in times of change, heart power is more important than ever.

****inspired by “Change is Good...You Go First” by Mac Anderson & Tom Feltenstein**