

LEADING CHANGE DURING CHALLENGING TIMES

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PRESIDENT OF MPOWERMENT WORKS, LLC**

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1:30 – 2:45 PM





Thank
you

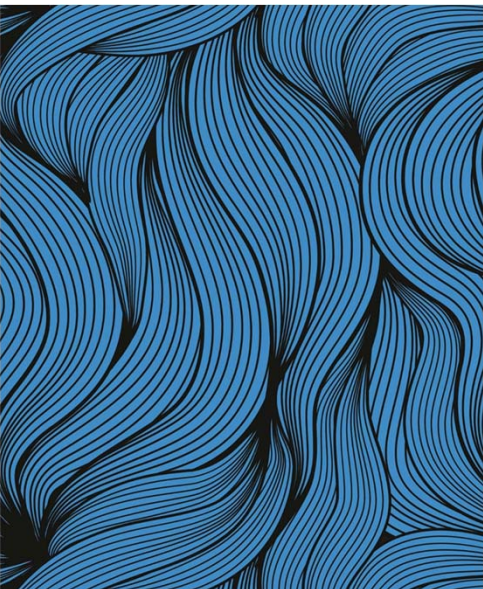


League of United Latin American Citizens
2020 Virtual Federal Training Institute Partnership
Senior Executive Service & Leadership Development Training



Goals for Today

- Welcome
- Reality of 2020
- Human Response to Change Cycle
- Defining Your Leadership/Authenticity
- Qualities of a Leader
- Empowerment Model | Visioning
- Closing
- Questions and Answers



YOU ARE THE ARCHITECT
AND BUILDER OF YOUR
LIFE

THE AUTHOR OF YOUR
LIFE STORY

THE PRODUCER OF YOUR
OWN DOCUMENTARY

**Don't let anyone else do it
for you.**

Reality of 2020



COVID- 19



I
CAN'T
BREATHE

Pandemic has affected our basic needs



Maslow's hierarchy of needs



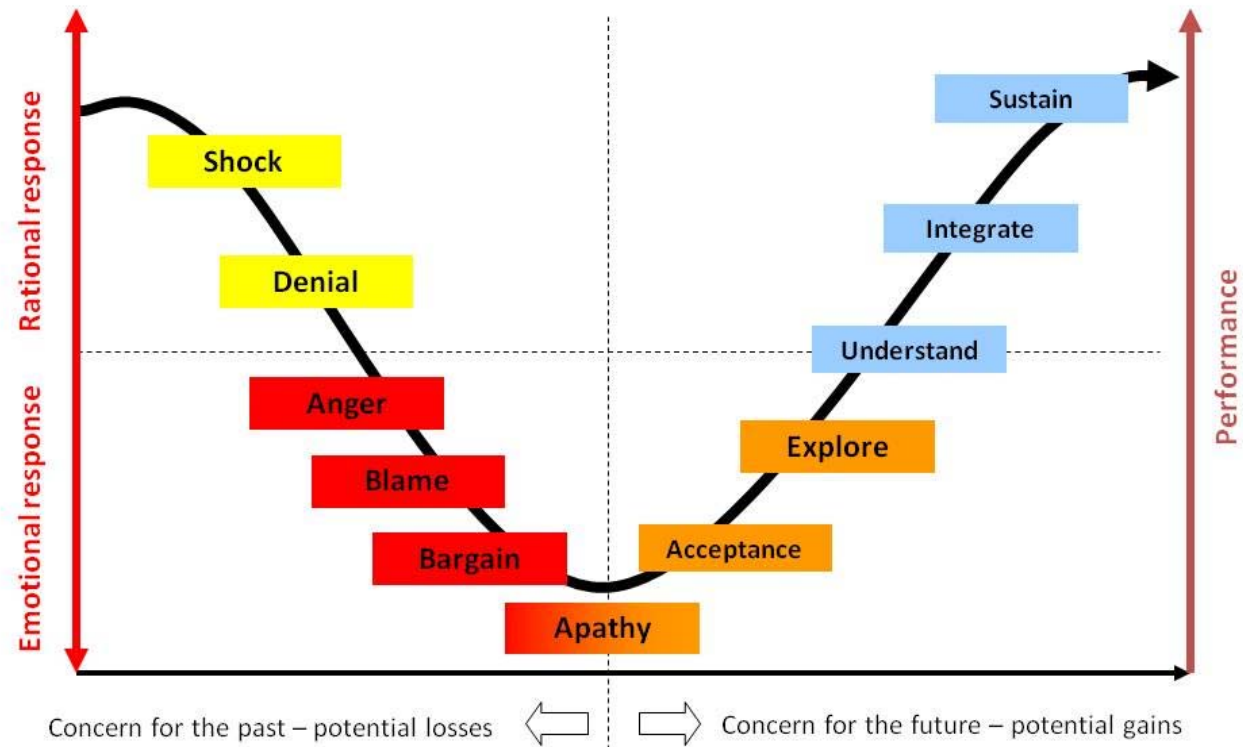
The human response to change

- Different people will feel differently about planned change
- Need to recognise how staff are feeling and respond to this accordingly





Human Response to Change Cycle



1

The Stages of the (Kubler-Ross) model – Human responses to change cycle. Elizabeth Kubler-Ross, psychiatrist model on emotional stages that people go through when suffering from grief.

8



What is Leadership?

- “Leadership is the process of persuasion or example by which an individual (or leadership team) induces a group to pursue objectives held by the leader or shared by the leader and his or her followers.”

John Gardner

- “Leadership is influence- Nothing more, nothing else.”
The ability of the leader to influence others, both their followers and those outside their circle.”

John Maxwell

In life we have two choices:

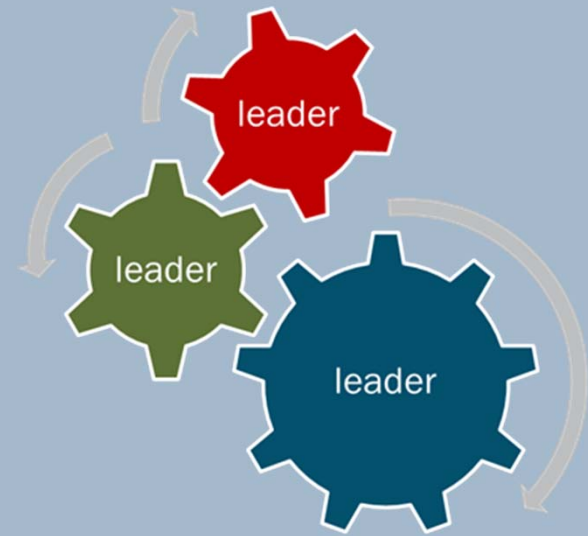
1. Be part of the solution or
2. Be part of the problem

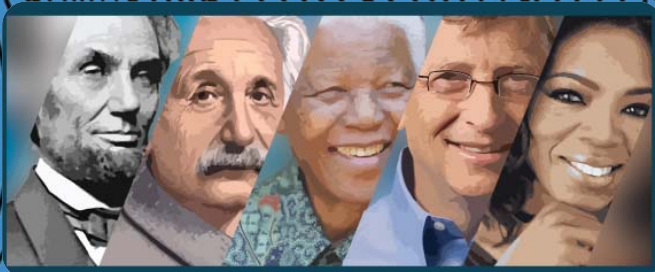




LEADERSHIP

Where do you fit in?





The Best Leader I Have Ever Known

Describe the best Leader you have ever known. _____ What qualities he/she have?

- 1.
- 2.
- 3.
- 4.
- 5.

The Best Leader I Have Ever Known

Describe the *best* Leader you have ever known. _____ What qualities he/she have ?

1. Visionary
2. Trusting
3. Self-aware and confident
4. Commitment to others
5. Humility
6. Good Communicator | Charismatic
7. Motivational
8. Lead by example
9. Responsible
10. COURAGEOUS



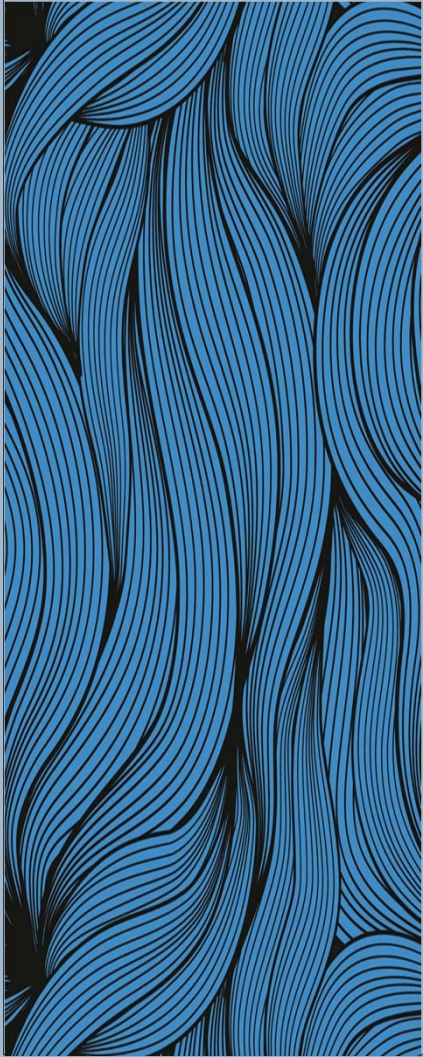


What kind of a Leader are you?

Do people “LOVE TO” work with you?

Do people “HAVE TO” work with you?

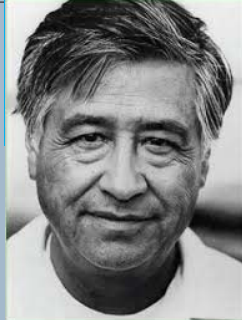




Leadership is not about YOU!



Servant Leadership



- “True Leadership emerges from those whose primary motivation is a desire to help others”

Robert Greenleaf

- *Serving others: Employees, customers, and community as the number one priority*

Leadership is not about YOU - It's about THEM

Exercising Leadership

- “ Leadership is worth the risk because the goals extend beyond material gain or personal advancement. By making the lives of people around you better, leadership provides meaning in life. It creates a purpose”
- Exercising leadership can get you into a lot of trouble
- Perspiration is a given!



Source: Leadership on the Line, Staying Alive through the Dangers of Leading- Ronald Heifetz and Marty Linsky, Harvard University

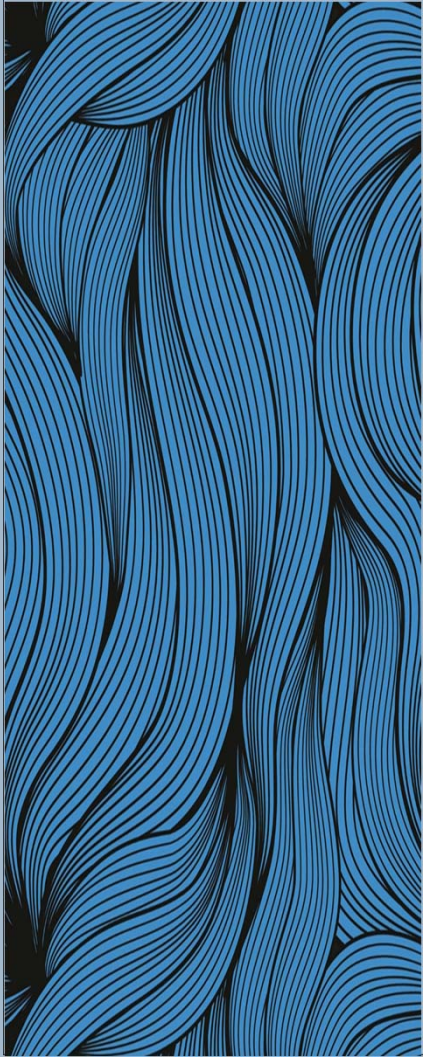
Leading in Times of Crisis



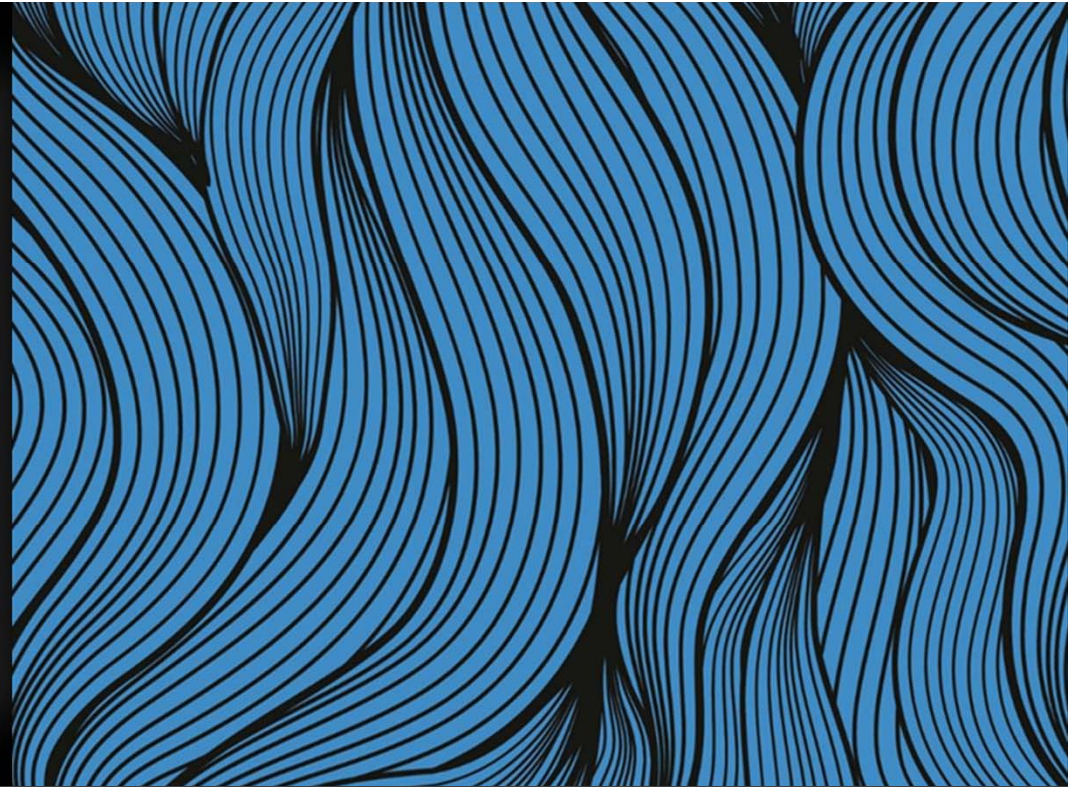
“Getting on the Balcony”

Reflection

Source: *Leadership on the Line, Staying Alive through the Dangers of Leading*- Ronald Heifetz and Marty Linsky, Harvard University



Leading Change during Challenging Times
In very crisis there is opportunity



AS LEADERS WE MUST CHECK OUR INTERNAL COMPASS TO BE CENTER AND LEAD-
WE MUST BE ABLE TO HEAL OURSELVES, BEFORE HEALING OTHERS.

Reality of 2020



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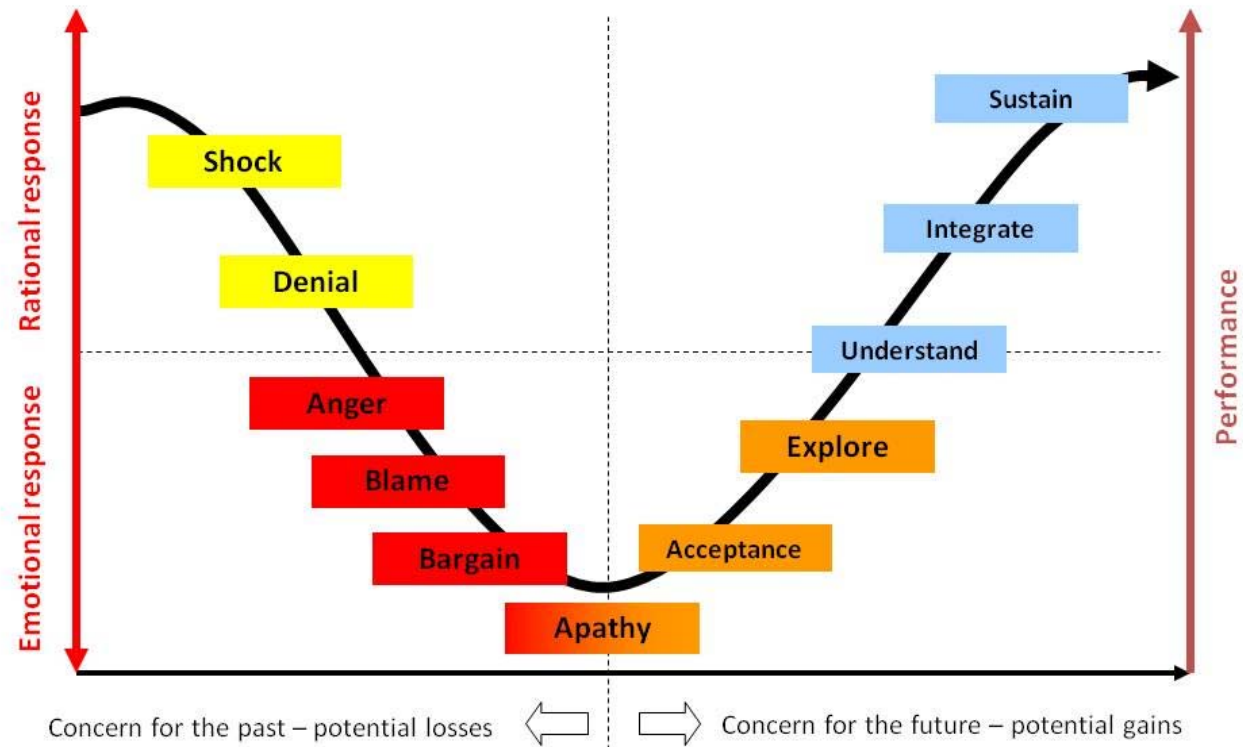
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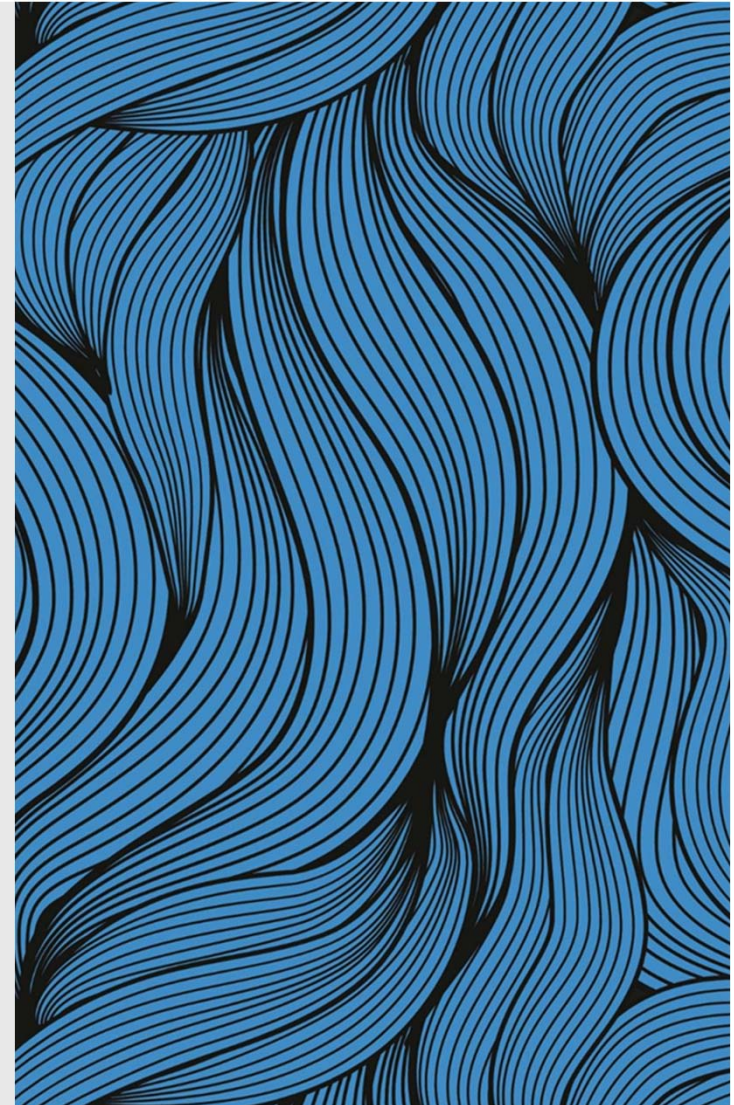
The Stages of the (Kubler-Ross) model – Human responses to change cycle. Elizabeth Kubler-Ross, psychiatrist model on emotional stages that people go through when suffering from grief.

What are the three most important things in your life?

◦ 1. _____

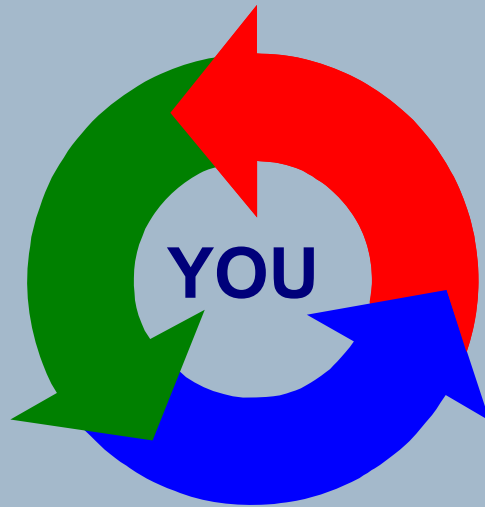
◦ 2. _____

◦ 3. _____



Balancing Your Life Exercise

Create your own pie – Divide pie by the amount of time you spend on : Work, Family, Community, Spiritual, Education, Partner, Self.



Now – Compare both together

What are three most important things in my life?

1)

2)

3)



Do they match?

How are you Empowering Yourself & Your Organization?



- What is your Vision for your company | Your Department/ your organization?
- What is your vision for the community?
- What is the vision for YOU and your family?



Empowerment Model Focus on YOU

Shift from Problem Solving
to
Possibilities & Vision Creating

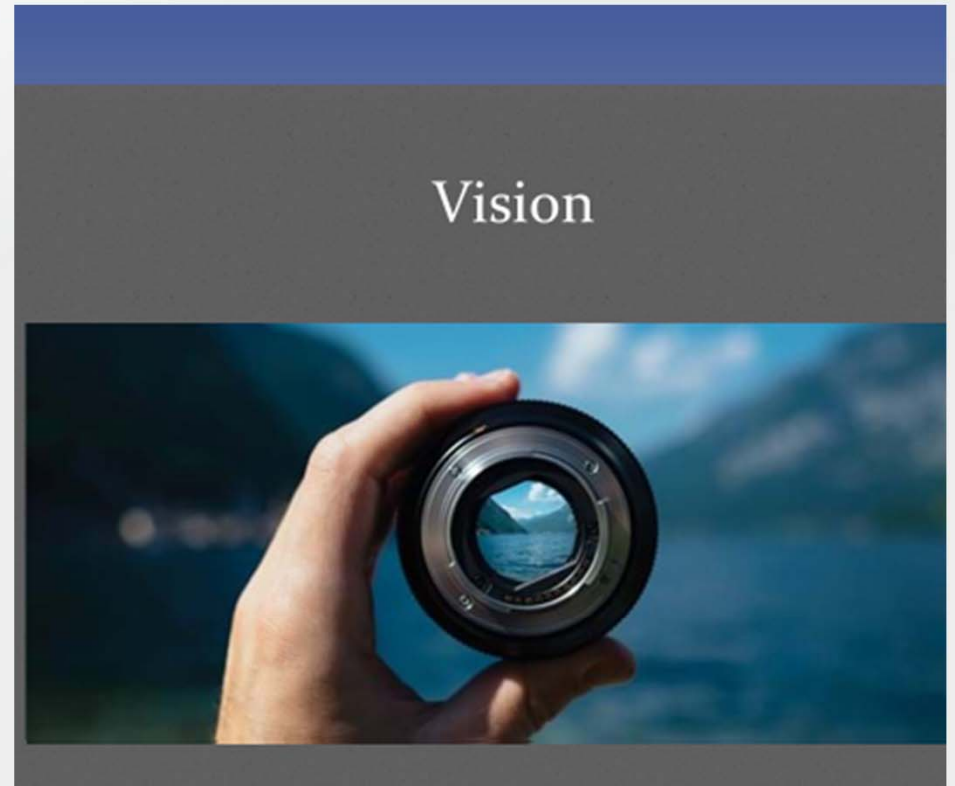
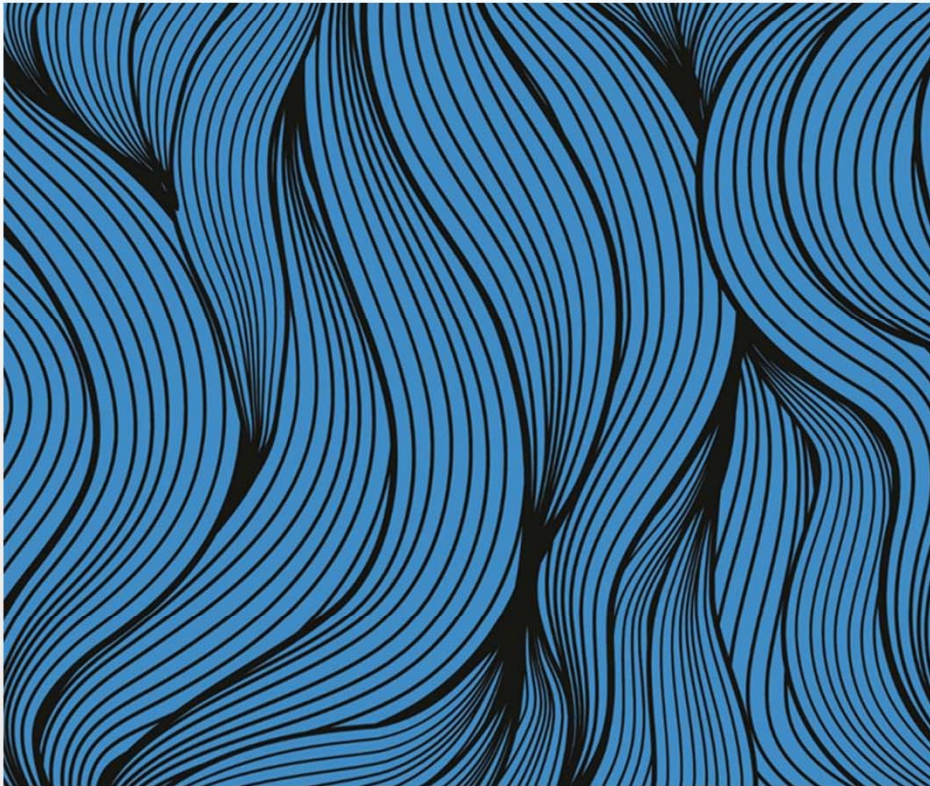
Source: Empowerment Model has been developed by David Gershon and Gail Straub.

Creating a Vision For You Focus on the Outcomes not the Obstacles

- **Shifting from focusing on what doesn't work in our lives to what we actually want!**
- **Shift from Problem Solving to**
- **Vision Creating**
- **It requires you to focus on the seeds and not the weeds.**



Visualizing YOUR Leadership In Times of Crisis





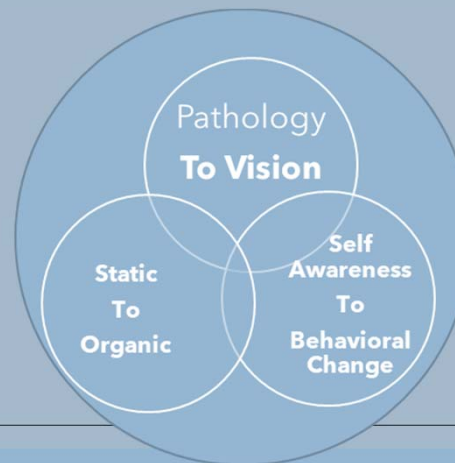
Benefits of Visualization

Visualization: Key to achieving your goals. A visualization is a mental image or picture of what you want to create in your life and how to make it happen. It is a powerful and creative tool that helps us achieve what we want in life. When visualizing, do it with optimistic and positive thoughts.

The Principle of vision is: In order to create anything you must have a vision of what it is you want to manifest. The more definite and clear the vision, the more definite and clear the manifestation.

Empowerment Methodology

- Self-Awareness - Where are YOU now?
- Vision Crafting - Where do YOU want to go?
- Transformation - What do YOU need to change to get there
- Growing Edges - What is the next growth step?



Empowerment Model developed by
David Gershon and Gail Straub



Empowerment Exercise

Where am I now around this issue?

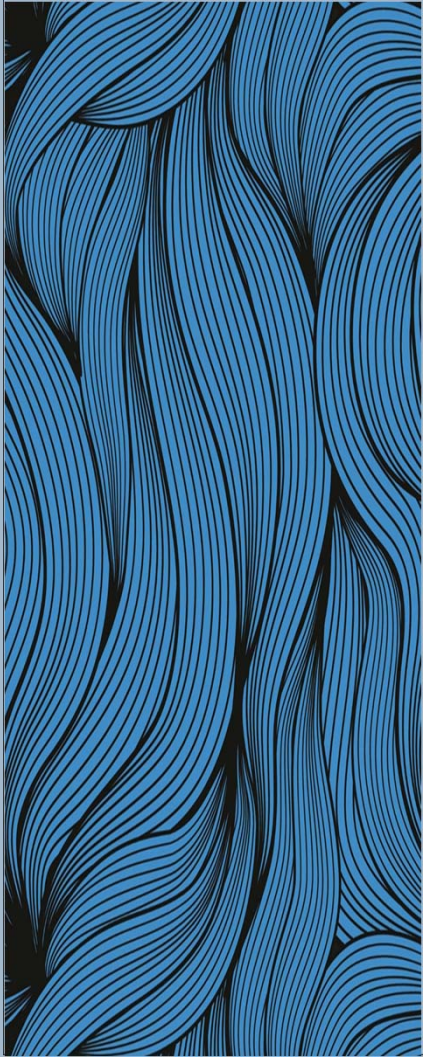
What would I like it to look like?

What do I need to get there?

What is my next step?

Is it possible?

If you had all the money, all the time and all the resources, What would your company, organization your community or your life would look like?

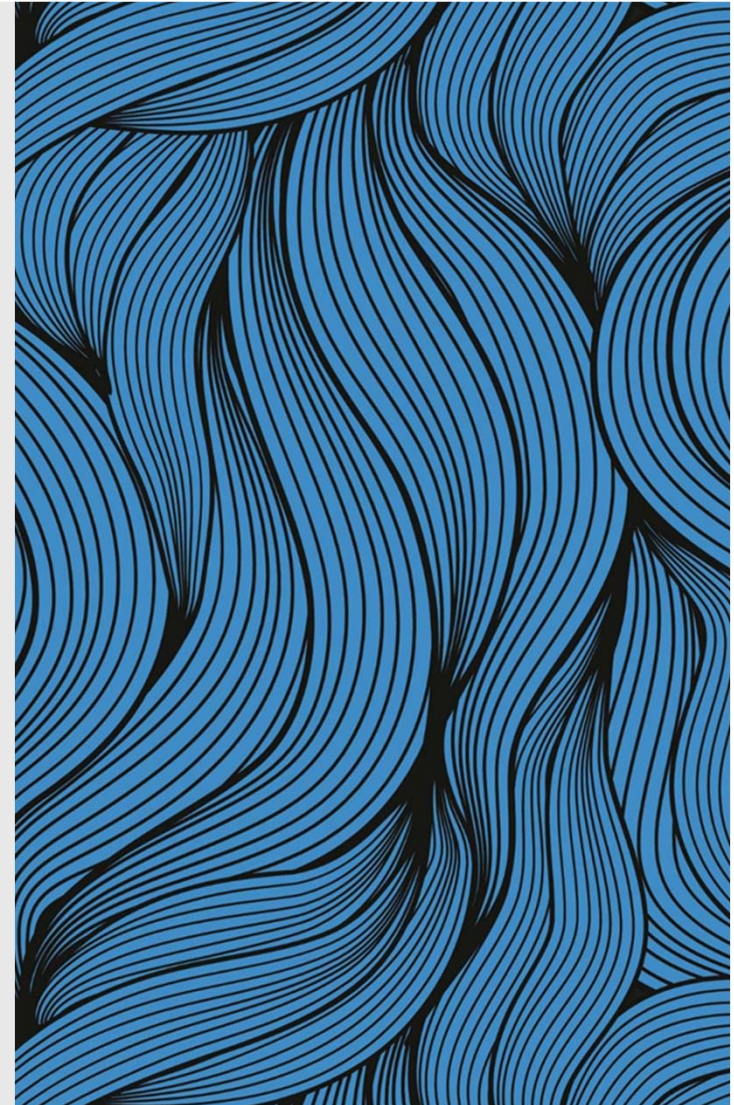


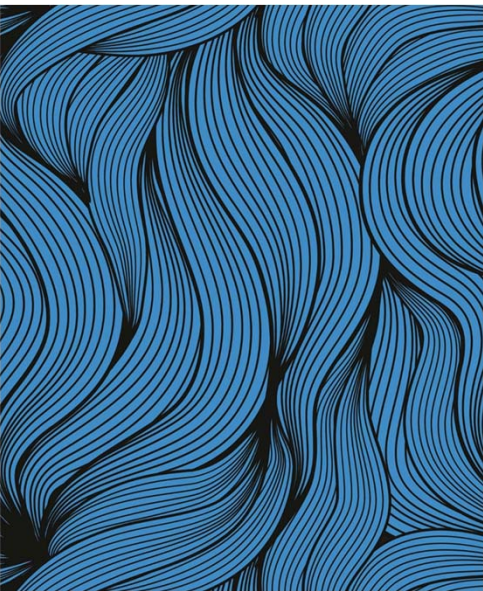
Remember

- You have been preparing for this your whole life
- People will follow you if they trust you
- You are engine that makes things move
- Use the empowerment model to empower yourselves and others
- People are looking for Hope | Inspiration | Happiness and Security

List the things you are grateful for...

- 1)
- 2)
- 3)
- 4)
- 5)





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QUESTIONS?

THANK YOU

ANY COMMENTS, QUESTIONS, PLEASE CONTACT ME
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(703) 999-4122

