



Managing Change: Being a Change Leader

Presenter

SUSAN NEGRETE

AAUW CA Board of Directors

PVP & Torrance Branches

Managing Change: Being a Change Leader

❖ OPENING REMARKS

- **INTRODUCTIONS**

- Your Name
- Branch & Years with AAUW
- Tell Us Another Word for “Change”

Managing Change: Being a Change Leader

- **5 CHARACTERISTICS OF A CHANGE AGENT**
 - Clear Vision
 - Patient & Persistent
 - Asks Tough Questions
 - Knowledgeable & Leads by Example
 - Strong Relationships & Trusted
- *Activity: Complete a Behavior Matrix*

Managing Change: Being a Change Leader

- **CONFIRMING THE NEED FOR CHANGE**
 - Leadership Mandate or Rumor Mill?
 - Clarify Support and Resistance
 - Identify Alignments

(Note to Self: Perfection is NOT the Plan!)

Managing Change: Being a Change Leader

- **DEFINE THE SCOPE OF CHANGE**
 - What to Do?
 - Where to Start?
- *Team Activity: Solving a Sticky Problem*

Congratulations – It's a Project!

Managing Change: Being a Change Leader

- **COMMUNICATIONS IS THE KEY**

- Your Target Audience – *the entire branch!*

- Design a Communications Plan

Share short bites of good news & info

- ❖ Website

- ❖ Newsletter – create a “Project Corner”

- ❖ Branch email blasts

- ❖ Meetings & Interest Groups

Managing Change: Being a Change Leader

- **FACING FEAR & SHARING**
 - Analysis Paralysis
 - Procrastinators – push them off the diving board!
 - Fear of failure/end of project bail-outs
- **My Worst Nightmare(s)**
 - *Activity: Sketch-a-Plan*

Managing Change: Being a Change Leader

- **PLAN FOR SUCCESS**

- ✓ Remember – Change Can Change!
- ✓ *Celebrate Success: Not Perfection*

Handout: *10 Project Tips for Change Leaders*

Managing Change: Being a Change Leader

❖ *IN CLOSING*

- *Questions? Comments?*
- *Please Complete the Evaluation*

***THANK YOU FOR YOUR INTEREST &
CONTRIBUTIONS!***

Managing Change Resources

- ❑ Frontline Leadership - Managing Change Training System & Personal Strategies for Navigating Change:
Zenger-Miller, Inc. USA, 2000
- ❑ Managing the Non-Profit, Peter Drucker, 2006
- ❑ Leading Change: John P. Kotter, 1996
- ❑ Daily Affirmations: today@dailyom.com
- ❑ 5 Characteristics of a Change Agent,
georgecouros@gmail.com

AAUW Online Resources

AAUW CA Website (www.aauw-ca.org)

Some areas require a login: **user name:** member **password:** aauwca

Leadership Training:

<http://aauw-ca.org/index.cfm?go=pages.view&pagesid=333&parent=332&coparent=333>

AAUW National Website (www.aauw.org)

Lead On, AAUW's monthly member leadership e-newsletter:

https://svc.aauw.org/contact/index_LeadOn_signup.cfm

Member Leadership Program's page: <http://www.aauw.org/what-we-do/member-leadership-programs/>

How to Spice Up Your Programming:

<http://www.aauw.org/resource/how-to-spice-up-your-branch-programming/>

How to Use the Relational Recruitment Method to Grow Your Branch:

<http://www.aauw.org/resource/relational-recruitment-method/>

How to Design an Engaging Planning Meeting: <http://www.aauw.org/resource/how-to-design-meetings/>

AAUW Programs in a Box: <http://www.aauw.org/resources/by-type/programs-in-a-box/>

Member Services Database: <https://www.aauw.org/login/> (requires your member id to log in)