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

(Note to Self: Perfection is NOT the Plan!)
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• DEFINE THE SCOPE OF CHANGE
  - What to Do?
  - Where to Start?
• Team Activity: Solving a Sticky Problem

Congratulations – It’s a Project!
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• 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
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• 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
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• PLAN FOR SUCCESS
  ✓ Remember – Change Can Change!
  ✓ Celebrate Success: Not Perfection

Handout: 10 Project Tips for Change Leaders
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● IN CLOSING

● Questions? Comments?

● Please Complete the Evaluation

THANK YOU FOR YOUR INTEREST & CONTRIBUTIONS!
Managing Change

Resources

- 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:

AAUW National Website (www.aauw.org)
Lead On, AAUW’s monthly member leadership e-newsletter:
https://svc.aauw.org/contact/index_LeadOn_signup.cfml
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)