



LEADING WELL

HANDLING CHANGE

SESSION 5
JUNE 2024



WELCOME

Its great to be with you for session 5, our final session of Leading well. We're exploring two themes today , Leading Change and then a session we call Great Expectations.. We will conclude with a short reflection from Hebrews 12.

Workbook Content

The Pattern of Human Change	3
The Role Leaders Play in Change	5
A Change Process	8

GUIDELINES FOR GOOD ENGAGEMENT

- **Learning together** We are all here to learn from God and one another. **Adopt a learning posture.**
- **Presence** It is easy to be physically present but actually absent. We find it helpful to suggest laying aside phones/devices in public spaces so that we can **be fully present with one another**. Also, let's honour and value one another by not arriving late or skipping off early.
- **Participate** Share your thoughts, insights and questions. Listen carefully to what others say. **Have an enquiring mind**. You'll get the most out of it if you do.
- **Confidentiality** What is said in the room cannot be shared outside the room attributed to anyone in the room. That makes it a safe place for us to be honest and share more deeply. **Choose honesty and openness**.
- **Reality check** It is always easy to become disconnected from reality in a training session, so please keep us connected with reality by taking us back to how things really are in your context. **Keep grounded**.
- **Next step** We will cover a lot of ground, but throughout our time together **be attentive** to what might be your next step following this session. We will give you a chance to identify that at the end.

TIMETABLE

9.45	Welcome and introduction
9.50	The pattern of Human Change
11..10	Coffee
11.35	The Role Leaders Play
12.00	A Change Process
12.30	Handling Resistance
1.00	Lunch
1.45	Others Expectations
2..45	Tea
3.00	Self Expectations
3.45	Reflection
4.00	Close

Timings are for guidance apart from the departure time.

LEAD ON

Sign up today for a free monthly email with articles, resource recommendations and reviews for all interested in developing their leadership. Either scan the QR code below or sign up at www.cpas.org.uk/leadon.



CONTACT DETAILS

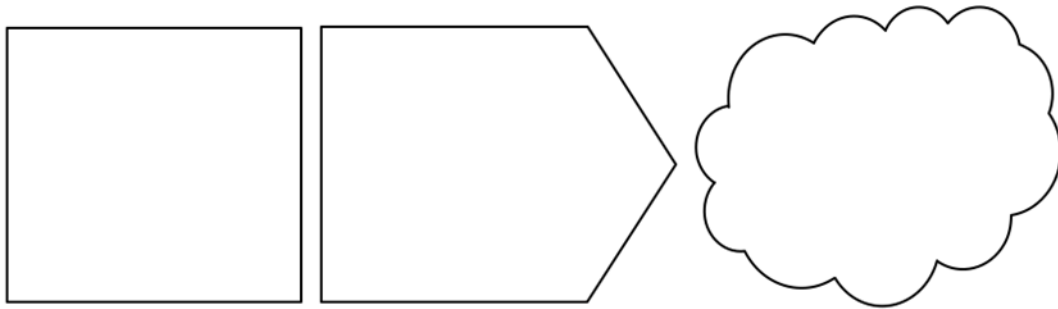
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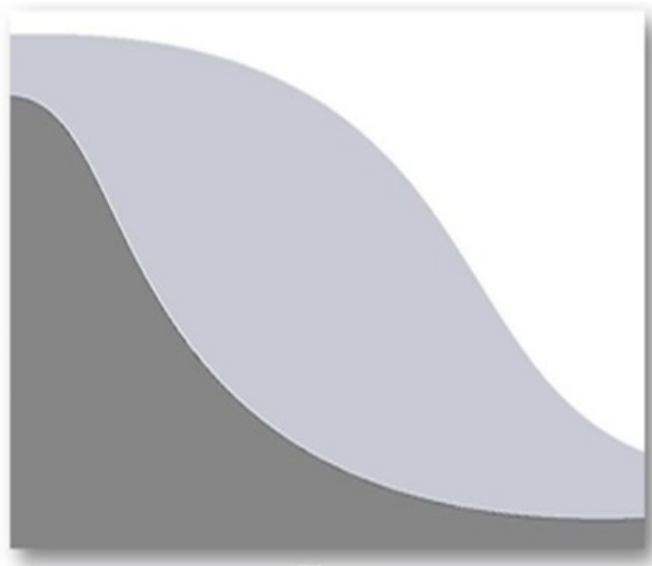
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THE PATTERN OF HUMAN CHANGE

Pattern of Change

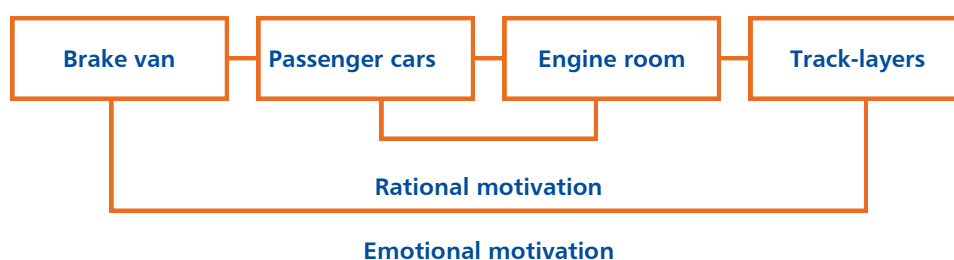


People are Different



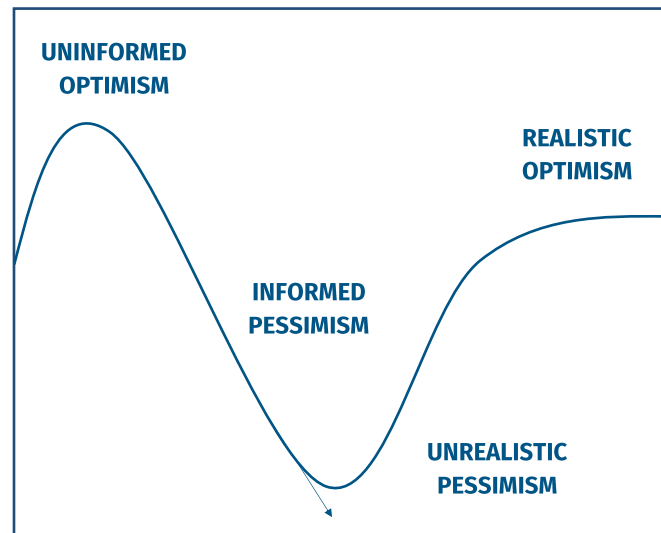
The Change Train

- Track-layers (maybe 2%, leading the way).
- Engine-drivers (maybe 14% – actively want to get there).
- Passengers (maybe 66% – passively engaged with transition).
- Brake van (maybe 18% – resisting change – more than the total of track-layers and engine-drivers).



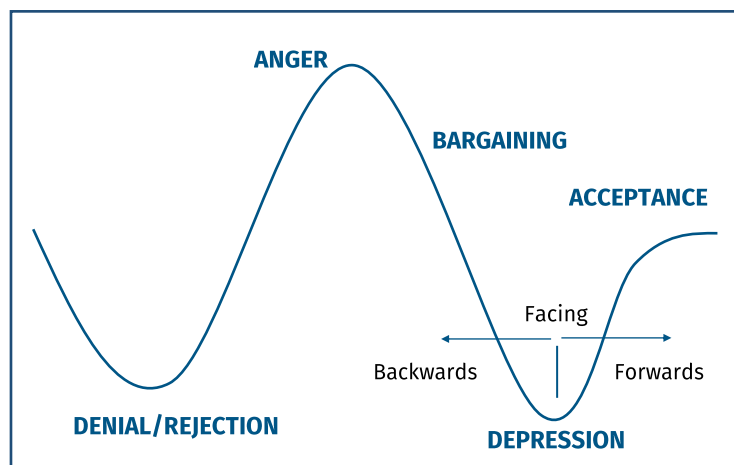
THE PATTERN OF HUMAN CHANGE

Positive Change



Source: The career/entrepreneurial transition

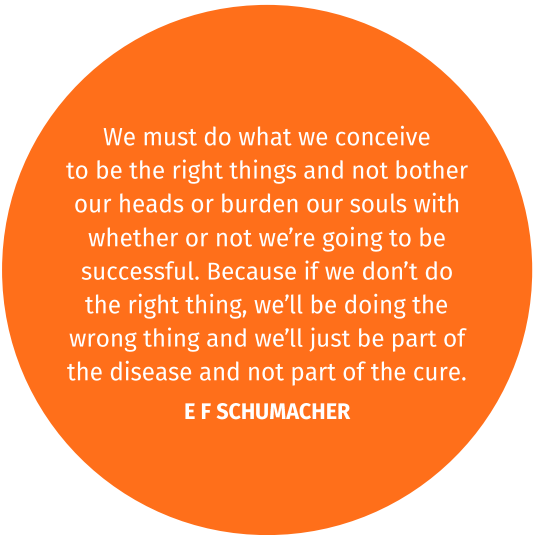
Negative Change



Source: On Death & Dying, Elisabeth Kübler-Ross,

THE ROLE LEADERS PLAY

Key Roles



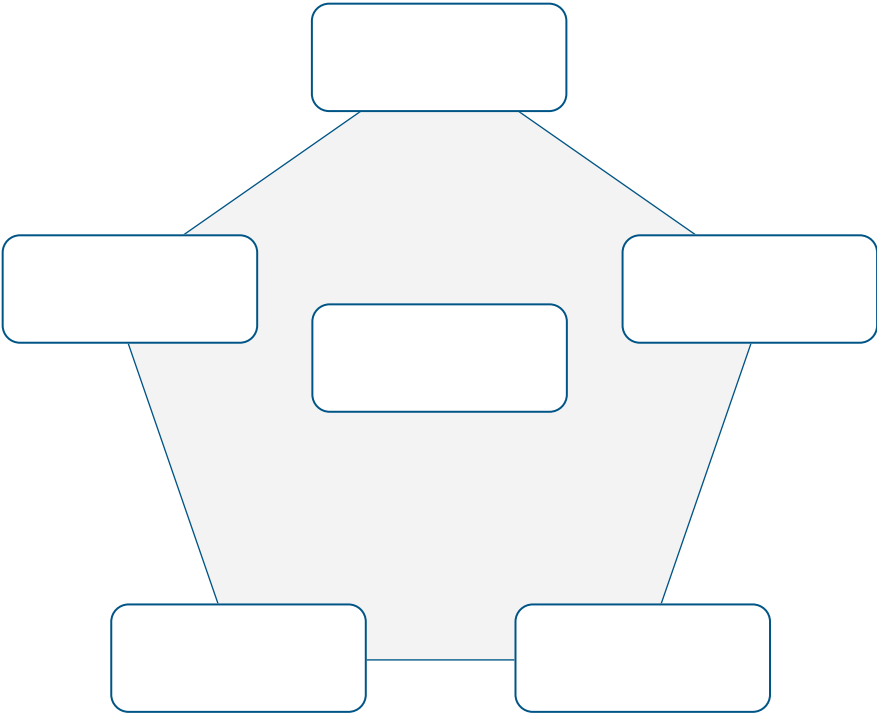
We must do what we conceive to be the right things and not bother our heads or burden our souls with whether or not we're going to be successful. Because if we don't do the right thing, we'll be doing the wrong thing and we'll just be part of the disease and not part of the cure.

E F SCHUMACHER

Behaviours

THE ROLE LEADERS PLAY

Principles

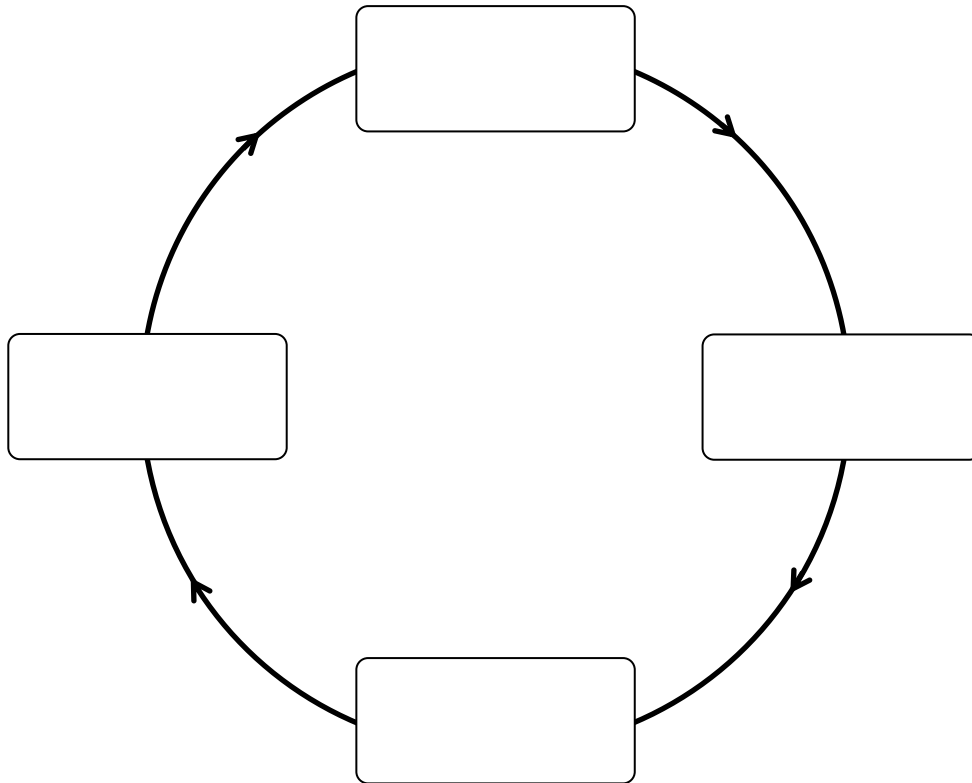


'SHOW UP. SPEAK UP.
LOOK UP. TEAM UP.
DON'T GIVE UP. LIFT
OTHERS UP.'

ROSABETH MOSS KANTAR

A CHANGE PROCESS

Process



Kotter's Process of Change



GETTING GOING AND HANDLING RESISTANCE

Four Main Reasons

Six Main Strategies

Reflection and Next Steps

CASE STUDY

You are the recent leader of three churches in the suburb of a major city. One of your churches has a congregation of around thirty. It is situated in the middle of a well-established area of mixed housing - private and housing association homes; young people, families and retireds with a mix of ethnic origins.

The church has some community contact – there is a toddlers and young parents group in the premises in the week and some local especially primary school contacts, but none of these have encouraged people from outside to come along to the Sunday service. This is attended by a largely elderly, well-established membership who have lived in the area and gathered together for many years; they say they would love to see all ages attending.....although you suspect there is at least one unstated caveat! There is a missional heart for a diocesan-linked diocese in central Africa and this heart surfaces in Sunday intercessions, but otherwise the culture feels (to you) inwards rather than outwards-facing.

Unless the church grows, the diocese is very likely to close it and sell-off the building leaving the congregation who wish to continue to worship to go to one of the nearby sister congregations about a mile away (but not readily accessible for some of the current congregation, who do not drive and would need to walk to get there).

You are seeking to really engage with the families and community in the area and share with them Christ's good news but you are concerned that the current congregation may simply prefer to carry on meeting as they currently do.

How would you initiate a process of change? Identify one or two key things that you might do, the types of resistance you may face and how you would respond.