LEADING TRANSFORMATION #58:

STEPS TO CHANGE LEADERSHIP

The Capacity that has been built in terms of leaders, partners, finances, systems, and tools are DEPLOYED to ACTUALLY lead Change to a desired future. There are 5 Steps to Leading Change.

1. BUILDING A GROWING COMMUNITY OF CHANGE LEADERS

The Core Group of Pioneers recruit, develop and engage other leaders in a common CAUSE.

These leaders must share commitment to the same Character virtues and Calling. They must also be helped to make their best contributions of competencies essential to overall effectiveness in leading the CHANGE.

This is the stage at which the Core Group of Leaders courageously get a) the right people “on the bus,” and b) the wrong people “off the bus” of Change Leaders.

For the Change to be effective, the community of Change Leaders must always be growing; not shrinking or even static.

2. SETTING DIRECTION

The Community of Change Leaders work closely together to clarify and agree on the Best Creative Vision and Best Creative Strategies for the Cause.

What is it that is changing? The answer to this question must jump at people when they look at the vision.

3. BUILDING CAPACITY

The Community of Change Leaders develop the leaders, finances, materials, systems and other resources needed to execute on the Best Creative Strategies.

The building of Capacity must be part of the short-term and intermediary goals of the Strategic Plans for the Change. Without the needed Capacity, the vision remains a dream; and leaders become administrators of the status quo and singers of “There is a new world somewhere, someday … “

4. LEADING CHANGE: LAUNCHING & MANAGING TRANSFORMATION PROJECTS

Transformation Projects are high leverage initiatives that serve as drivers and accelerators for the change process. The projects when successfully implemented move many parts of the change process forward, and in good time.

The projects enable the Leaders to move from ideas and plans to concrete strategic actions.

5. DEVELOPING AND EMPOWERING NEXT GENERATION OF LEADERS

The growing Community of Change Leaders identify, develop, engage and empower younger leaders, who are considered to be the Next Generation of leaders for the initiative.

The Pioneers intentionally and gradually make themselves dispensable to the process so that the new generation of leaders are able to fully assume ownership of the Change over time.

These new leaders must themselves by multiplying multipliers.

REFLECTION QUESTIONS

1. What major changes are you leading now?

2. Which of the 5 Steps deserve more attention for the Change to be successful?

3. What would you need to do differently to more effectively contribute to the success of the Change?