The more you avoid change, the more you hinder the process of growth in your life.

-A W
Change your thoughts and you change your world.
If you want to truly understand something, try to change it.

Kurt Lewin
You must be the change you wish to see in the world.

Mahatma Gandhi
Just because everything is different
doesn’t mean everything has changed.

Irene Peter
Jcamp 180
A program of the
Harold Grinspoon Charitable Foundation
Jill Paul
CHANGE  How to Live and Lead Through Personal and Professional Change
AGENDA

• The Change Cycle
• Leadership During Change and Transition
Two caterpillars are conversing and a beautiful butterfly floats by. One caterpillar turns and says to the other,

“You’ll never get me up on one of those butterfly things.”

OBJECTIVES:

Understand the cycle of change

See one’s own role the leadership in change
• I live for change!
• Change is my life.
• Can I borrow some change?
• Change is good
• Change is fun
• Change stinks
• Change happens
Success and fulfillment:
- emotional, mental, spiritual and physical well-being depend on how well you adapt to change.

People react, respond and adjust to change in a sequence of six predictable stages.

The Change Cycle model identifies the thoughts, feelings and behaviors associated with each stage of change.

There is no better map to assist you in navigating through the changes in your life.
The Cycle of Change
Step 1: Loss
Stage 2: Doubt
Stage 3: Discomfort
Think of a recent time you experienced change.

How did YOU FEEL during the change?
The Cycle of Change
Stage 3 1/2: The Danger Zone
What are behaviors you have experienced in this stage?
Stage 4: Discovery
Stage 5: Understanding

- Diapers, feeding, changing diapers, washing diapers, feeding, changing diapers, washing diapers.
You are focused.
You have a sense of confidence.
Step 6: Integration
Integration

Everyone knows their role and job.

Everyone knows what is expected of them.
Where do you see these stages on Camp Boards/Committees?
LEADERSHIP
On a small piece of paper complete this sentence, “during change at my camp, on my board/committee, I am most afraid that...
In groups of 3 or 4 discuss the following:

What is the best thing that could happen during change?

What is the worst thing that could happen during change at your camp?
Change is personal.

Change is the way things will be different.
Transition is an internal process people go through in response to change.
Neutral Zone -
Change is a Journey
not a Blueprint
Step 1: Before Change - Sell the problem
Assess level of trust.
Change is resource hungry.
Speak of possibilities.
Don’t over react.
Celebrate small wins.
It isn’t change that creates chaos, it’s taking people through the transition.
Step 3:
Neutral Gear
Sell the problem.

Set priorities.

Help people through.
Give People Information Over and Over

Define what’s over and What Isn’t Over

• Prevent the overload of trying to do the old way and the new things.

• Prevent people from individually deciding what to abandon.

• Prevent people from tossing everything out.

Dramatize the Endings

Treat the Past with Respect

Give people a way to take apiece of the old way with them.

Show how Endings Ensure the continuity of what really matters.
Ending ~ Neutral Zone ~ New Beginnings
What do we need to do to lead effectively in this time of change?

Stay focused on the goal.

Trust that the details will come when they are needed.

Be diligent in carrying out daily work.

Believe in the process. It will take us to a new level.

Be positive with ourselves, our colleagues, volunteers and the public.
“The secret to getting ahead is getting started.”
Sally Berger
What is the best thing that could happen during change?
How could you help that happen?

What is the worst thing that could happen during change at your camp?
What could you do about it?