Managing Change

Student Leadership Development Series Workshop 9
Opening Thoughts

"Be the change you wish to see in the world."

~Mahatma Gandhi
Opening Thoughts

The Only Constant in Life is Change
Recommended Reading

Who Moved My Cheese?

An Amazing Way to Deal With Change In Your Work and In Your Life

DR SPENCER JOHNSON

Foreword by KENNETH BLANCHARD PH.D.
From the best-selling author of The One Minute Manager
Agenda

- Introductions
- Series Overview
- The Diffusion of Innovation
- Identifying the Players (CAST)
- Managing the Players
Training Objectives

- Understand the diffusion of innovation process
- Identify the key players in a change process
- Understand how to manage the players and guide them through the change process
Learning Contract

- Give your full attention to the class
- Listen to everyone speaking
- No side conversations
- Raise hand to be recognized
- Everyone must participate and contribute
Series Overview

1. Knowing Thyself: Finding Your Inner Leader
2. Mastering Your Emotions
3. Stakeholders: Leading from the Middle
4. Communicating Is Key to Leading
5. Identifying Your Leadership Style
6. Recruiting, Selecting, Developing and Empowering Your Team to Be Leaders
7. Understanding Forms of Powers
Series Overview (cont)


9. Managing Change

10. Managing Projects: Time, Money, Workload and Stakeholders — OH MY

11. Negotiating the Win-Win: Cultivating Additional Resources

12. Speaking Your Mind: Why Silence Kills

13. Leading With Aloha
Your Facilitator

- Jonathan K. Wong, MBA, MEd, MPA

- Student Leadership Experiences
  - Student Council (4th grade - 6th grade)
  - JPO (4th grade - 6th grade)
  - Student Government (9th grade - 12th grade)
  - JROTC (9th grade - 12th grade)
Your Facilitator (cont)

- Jonathan K. Wong, MBA, MEd, MPA
- Student Leadership Experiences
  - Peer Tutor, The Learning Center at HonCC (1997-1999)
  - Phi Theta Kappa Vice President (1997-1998)
  - Mortar Board Honor Society Comm Director (1999-2000)
  - ETEC Hui (2008-2010)
Your Facilitator (cont)

- Jonathan K. Wong, MBA, MEd, MPA

- Professional Experiences
  - Math Lab Coordinator
  - Computer Lab Manager
  - Tech Coordinator
  - IT Project Manager
Your Facilitator (cont)

- Jonathan K. Wong, MBA, MEd, MPA
  - Professional Experiences
    - Federal Grants Manager
    - Strategic Planning and Budget Chair
    - Technology Task Force Chair
    - Technology Advisory Group Chair
    - Staff Senate Chair
Introductions

- Name
- Major
- Organizational Affiliation
The Diffusion of Innovation

- 2.5% Innovators
- Early Adopters 13.5%
- Early Majority 34%
- Late Majority 34%
- Laggards 16%

Source: Everett Rogers, Diffusion of Innovations model
Identifying Your Cast

C - Champions: Believe in and want the change, but may lack sponsorship to drive it

A - Agents: Have implementation responsibility. Performance is evaluated on the success of this implementation

S - Sponsors: Authorize and demonstrate ownership for the change (Authorizing Sponsor) or reinforce the change at local level (Reinforcing Sponsor)

T - Targets: Change behavior, emotions, knowledge, perceptions, etc.
Identifying Your Cast

- **Blockers** (High Energy, Low Commitment)
- **Champions** (High Energy, High Commitment)
- **Sleepers** (Low Energy, Low Commitment)
- **Preachers** (Low Energy, High Commitment)
Gatekeepers
Managing Your Cast

High Influence

Keep Satisfied

Key Players

Low Interest

Minimal Effort

Keep Informed

High Interest

Low Influence

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Exercise: Identify Your Cast

- Who are your champions?
- Who are your blockers?
- Who are your gatekeepers?
If we don't change, we don't grow. If we don't grow, we aren't really living.

Gail Sheehy
“Don’t be afraid of change. You might lose something good, but you’ll gain something better”

- Unknown
Closing Thoughts

Your **Life**
does not get better by chance.
It gets better by change.
~ Jim Rohn
Closing Thoughts

NEVER UNDERESTIMATE YOUR POWER TO CHANGE YOURSELF.

NEVER OVERESTIMATE YOUR POWER TO CHANGE OTHERS.

H. JACKSON BROWN, JR.
Questions?
Next Time:
Managing Projects: Stakeholders, Budgets and Time, Oh My!