

Developing The Leader Within You 2.0

Mastermind based on the book by John C. Maxwell

THE ULTIMATE TEST OF LEADERSHIP: CREATING POSITIVE CHANGE

Developing the Positive Change Agent Within You

Leading change is difficult because...

- 1) People feel _____ and _____ doing something new.

- 2) People initially _____ on what they will have to _____.
Are you a saver or a thrower?
What are some beliefs, habits or good things you need to give up to go up?
What are you holding onto that is keeping you from embracing something new?

- 3) People are afraid of being _____.
What are you unwilling to change for fear of being embarrassed?
What are some of the biggest changes you have made in your life?
What would your life look like now if you hadn't made those changes

- 4) People _____ change and may feel _____ in the process.
Describe a time when you initiated change and it did not go well.
When do you get the greatest resistance to your decisions from others?
What is your usual response to that resistance?

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You need to P.L.A.N. A.H.E.A.D.

P_____ the change that is needed

- If you've done something for one year—look at it carefully.
- If you've done it for two years—look at it with suspicion.
- If you've done it for five years—stop looking at it and do something to change it

L_____ your steps

When you consider your next change in your life/company, what are the steps you have determined need to be considered?

A_____ your priorities

N_____ key people

Who needs to get behind this to make it fly?
And who actually has to fly it?

A_____ time for acceptance

The phases of acceptance:

1. It will not work.
2. It will cost too much.
3. I thought it was a good idea all along.

How to give people time

Slow down

Make your communication clear and simple

Build in time for people to process ideas.

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H_____ into action

You never know the level of your people's commitment until you call them to action

E_____ problems

- Think the worst first
- Speak to the worst first
- Answer the worst first
- Encourage them through the worst first

A_____ point to the successes

People need time to focus on what is really changing rather than on their fears of moving forward.

What can you do to help your people see the positive rather than be distracted by the negative?

D_____ review your progress

It prompts you to make sure you are on track and moving forward.

It reminds you to keep communicating the message of change to your people.

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Predetermine the change that is needed.

Describe in detail the change needed and why it is necessary.

Lay out your steps.

Write all the steps that will be needed to complete the change. Start by stating where you are now and outline the logical process, step-by-step, needed to get to your ending point. This may take you a significant amount of time.

Adjust your priorities.

What priorities must be changed to align the organization and people to the coming change?

Notify key people.

Who are the key people you must talk to first?

Write two lists: the influencers and the implementers.

Allow time for acceptance.

This will be hard to gauge in advance. Plan time for people to process the issues, and then use your eyes, ears, and intuition to judge when people have had enough time to get on board.

Head into action.

Describe what the first steps will look like and how they will impact the team or organization.

Expect problems.

Describe the most likely problems you will face as the change is implemented.

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Always point to the successes.

Begin planning ways to give recognition and celebrate milestones as the change occurs.

Daily review your progress.

Describe the method you will use to review the progress of the change.

What metrics will you use?

Which people will you talk to regularly to assess morale?

What specific information will signal that the change has been successfully completed?