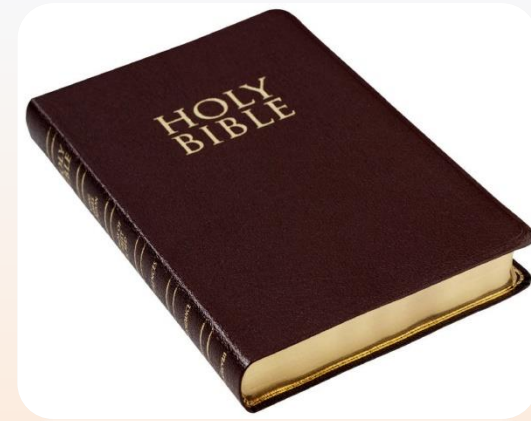




**Implementing  
change powerfully  
and successfully**



## Guiding Positive Transformation in the Church

The present is a time of overwhelming interest to all living. Rulers and statesmen, men who occupy positions of trust and authority, thinking men and women of all classes, have their attention fixed upon the events taking place about us. They are watching the relations that exist among the nations.

They observe the intensity that is taking possession of every earthly element and they recognize that something something great and decisive is about to take place—that the world is on the verge of a stupendous crisis.—Prophets and Kings, 537 (c. 1914). The calamities by land and sea, the unsettled state of society, the alarms of war, are portentous. They forecast approaching events of the greatest magnitude.

**The agencies of evil are combining their forces and consolidating. They are strengthening for the last great crisis. Great changes are soon to take place in our world, and the final movements will be rapid**

- **As Ellen White says the final movement will be rapid ones.**
- **The world is changing rapidly.**
- **Change is constant.**
- **Change is inevitable.**
- **We need as a church to position ourselves wisely to ensure that we are not left behind.**

ELLEN G. WHITE

# LAST DAY EVENTS

Is Jesus About to Come?



*Change is the only  
constant.*

– Heraclitus, Greek philosopher



# Question

*"We know that the change needs to happen, but We don't really know how to go about doing delivering it. Where do We start? Whom do you involve? How do you see it through to the end?"*



# FORMULA

$$\begin{array}{ccccccc} \text{Skills \& Knowledge} & & \text{S.M.A.R.T. Goals} & & \text{Positive Behavior Change} & & \text{Improved Performance} \\ A(SK) & + & \text{SMART } G & = & \underline{PBC} & \Rightarrow & IP \\ \swarrow & & & & & & \\ \text{Attitudes} & & & & & & \end{array}$$



*“A professor at Harvard Business School and world-renowned change expert, Kotter introduced his eight-step change process in his 1995 book, "Leading Change." We look at his eight steps for leading change”*



John Kotter



# Eight Steps To Successful Change





*“For change to happen, it helps if the whole company really wants it. Develop a sense of urgency around the need for change. This may help you spark the initial motivation to get things moving.”*

## ONE : Create Urgency



**“We are moving from episodic to continuous change. With this shift, urgency will move from being an important issue every few years to being a powerful asset all the time.**



# What We'll Do?

- Identify potential threats, and develop scenarios showing what could happen in the future.
- Examine opportunities that should be, or could be, exploited.
- Start honest discussions, and give dynamic and convincing reasons to get people talking and thinking.
- Request support from customers, outside stakeholders and industry people to strengthen your argument.

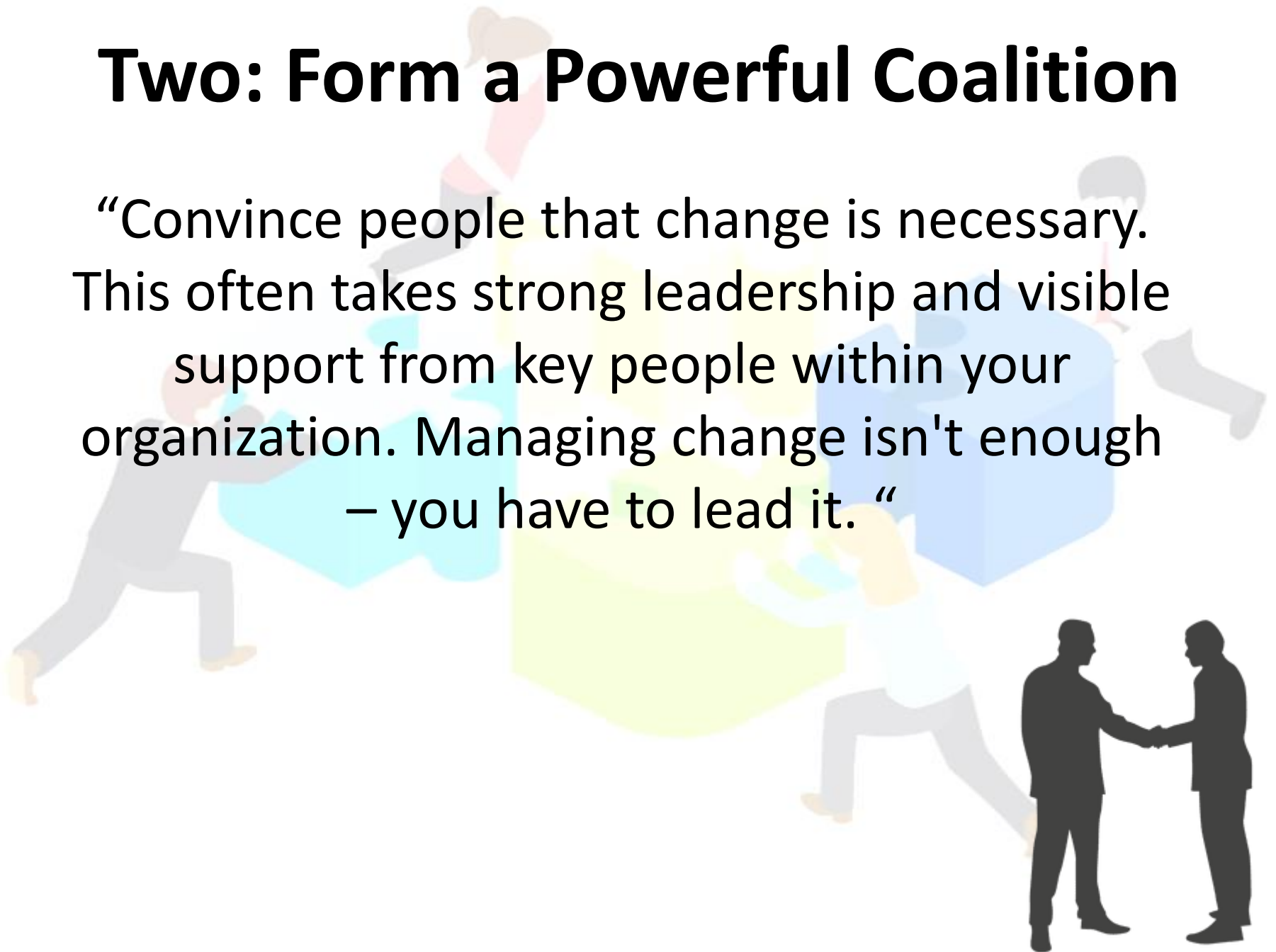






# Two: Form a Powerful Coalition

“Convince people that change is necessary. This often takes strong leadership and visible support from key people within your organization. Managing change isn't enough – you have to lead it. “



# What We'll Do ...

- Identify the true leaders in your organization.
- Ask for an emotional commitment from these key people.
- Work on team building within your change coalition.
- Check your team for weak areas, and ensure that you have a good mix of people from different departments and different levels within your company.



We guide, educate, and inspire people to become better leaders,



to successfully transform organizations that enrich lives today and build a better world for future generations.



# Three: Create a Vision for Change

- When you first start thinking about change, there will probably be many great ideas and solutions floating around. Link these concepts to an overall vision that people can grasp easily and remember.
- A clear vision can help everyone understand why you're asking them to do something. When people see for themselves what you're trying to achieve, then the directives they're given tend to make more sense.





- Determine the values that are central to the change.
- Develop a short summary (one or two sentences) that captures what you "see" as the future of your organization.
- Create a strategy to execute that vision.
- Ensure that your change coalition can describe the vision in five minutes or less.
- Practice your "vision speech" often.





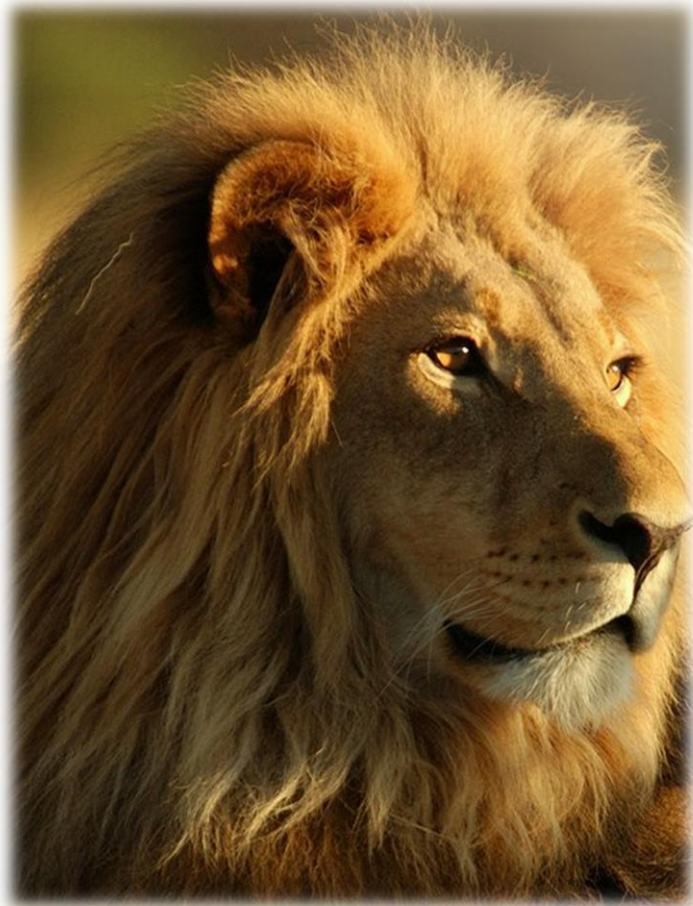
What makes a  
**LEADER?**  
**COMMUNICATE** the  
**VISION**



## Four: Communicate the Vision



- What you do with your vision after you create it will determine your success. Your message will probably have strong competition from other day-to-day communications within the company, so you need to communicate it frequently and powerfully, and embed it within everything that you do.
- It's also important to **"walk the talk."** What you do is far more important – and believable – than what you say. Demonstrate the kind of behavior that you want from others.



A leader leads  
by example  
not by force.

## ***What We'll do...***

- Talk often about your change vision.
- Openly and honestly address peoples' concerns and anxieties.
- Apply your vision to all aspects of operations – from training to performance reviews. Tie everything back to the vision.
- Lead by example.





Good communication is not just data transfer. You need to SHOW people something that addresses their anxieties, that accepts their anger, that is credible in a very gut-level sense, and that evokes faith in the vision.





## **Five: Remove Obstacles**

Put in place the structure for change, and continually check for barriers to it. Removing obstacles can empower the people you need to execute your vision, and it can help the change move forward.



# What We'll Do...

- Identify, or hire, change leaders whose main roles are to deliver the change.
- Look at your organizational structure, job descriptions, and performance and compensation systems to ensure they're in line with your vision.
- Recognize and reward people for making change happen.
- Identify people who are resisting the change, and help them see what's needed.
- Take action to quickly remove barriers (human or otherwise).





A good strategic plan make everything possible



# Six: Create Short-term Wins



*Nothing motivates more than success. Give your company a taste of victory early in the change process. Within a short time frame (this could be a month or a year, depending on the type of change), you'll want to have results that your staff can see. Without this, critics and negative thinkers might hurt your progress.*



## What We'll Do ...

- Look for sure-fire projects that you can implement without help from any strong critics of the change.
- Don't choose early targets that are expensive. You want to be able to justify the investment in each project.
- Thoroughly analyze the potential pros and cons of your targets. If you don't succeed with an early goal, it can hurt your entire change initiative.
- Reward the people who help you meet the targets.



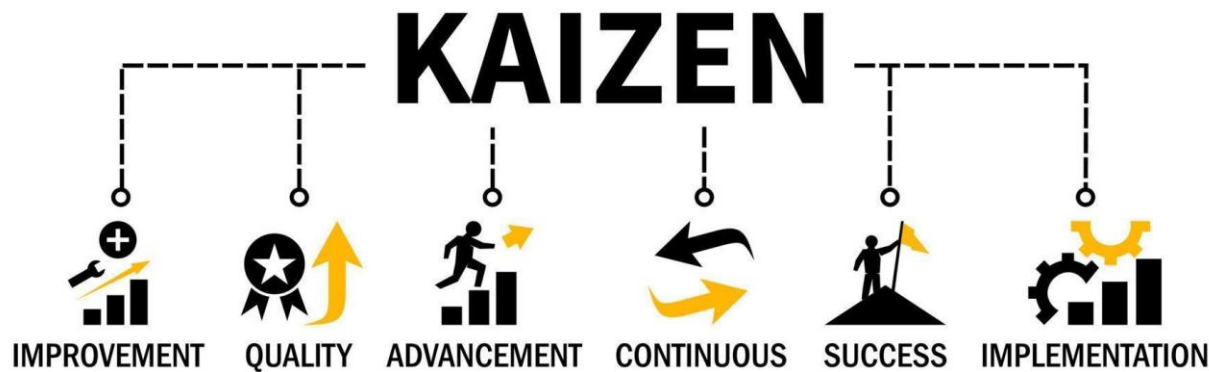
Continuous improvement causes us to **think about upstream process** **NO downstream** damage control

# Seven: Build on the Change

- Many change projects fail because victory is declared too early. Real change runs deep. Quick wins are only the beginning of what needs to be done to achieve long-term change.
- Each success provides an opportunity to build on what went right and identify what you can improve.







改 = KAI = CHANGE  
善 = ZEN = GOOD  
(FOR THE BETTER)  
改善 = KAIZEN  
= CONTINUAL  
IMPROVEMENT

## What We'll Do ...

- After every win, analyze what went right and what needs improving.
- Set goals to continue building on the momentum you've achieved.
- Learn about [kaizen](#), the idea of continuous improvement.
- Keep ideas fresh by bringing in new change agents and leaders for your change coalition.



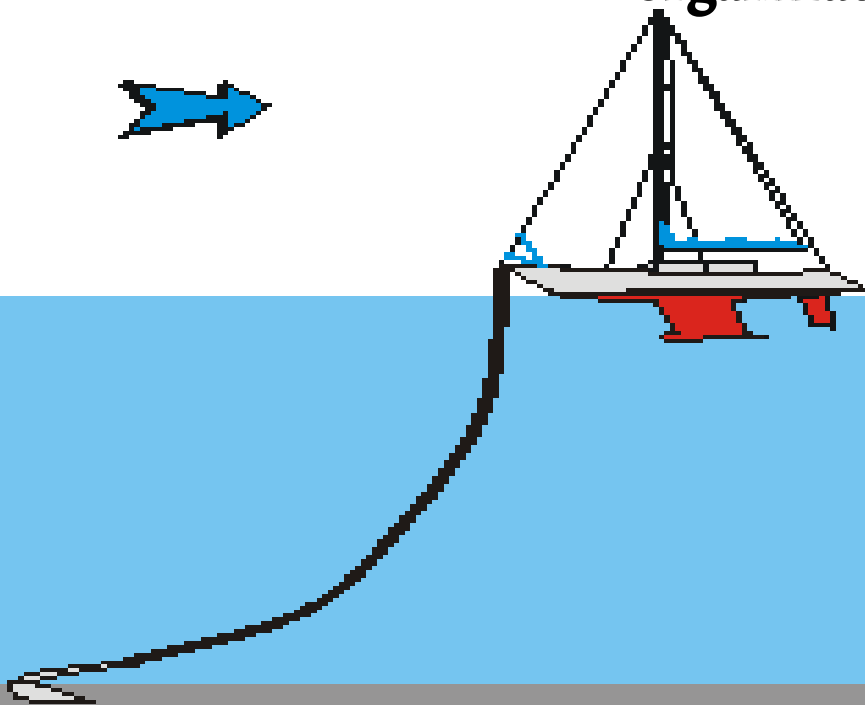
**Corporate  
Culture is**

**the DNA of the  
Company**

## **Eight:** Anchor the Changes in Corporate Culture

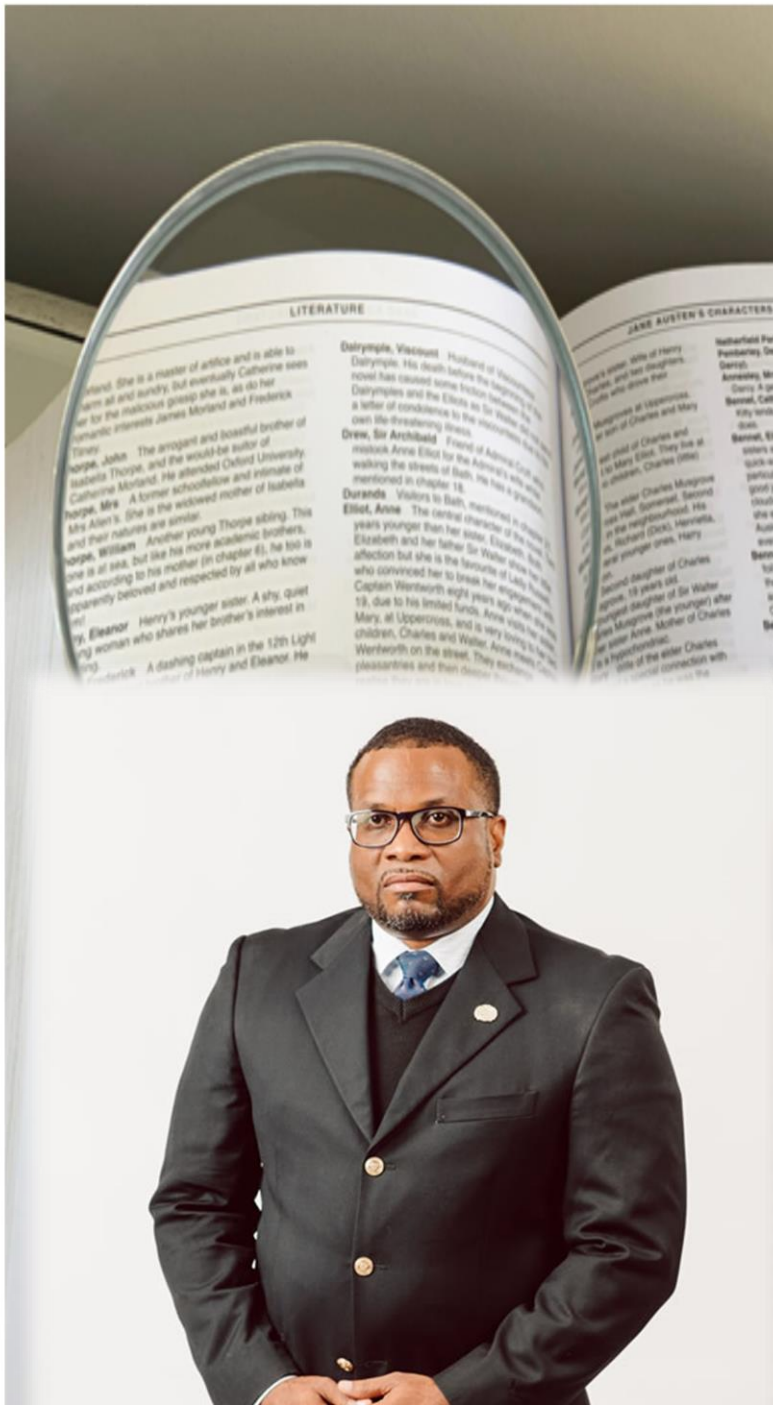
**~Your corporate culture often determines what gets done, so the values behind your vision must show in day-to-day work.**

**~Make continuous efforts to ensure that the change is seen in every aspect of your organization. This will help give that change a solid place in your organization's culture.**



# What We'll Do ...

- Talk about progress every chance you get. Tell success stories about the change process, and repeat other stories that you hear.
- Include the change ideals and values when hiring and training new staff.
- Publicly recognize key members of your original change coalition, and make sure the rest of the staff – new and old – remembers their contributions.
- Create plans to replace key leaders of change as they move on. This will help ensure that their legacy is not lost or forgotten.





# SPIRIT OF PROPHECY

In the annals of human history the growth of nations, the rise and fall of empires, appear as dependent on the will and prowess of man. The shaping of events seems, to a great degree, to be determined by his power, ambition, or caprice. But in the word of God the curtain is drawn aside, and we behold, behind, above, and through all the play and counterplay of human interests and power and passions, the agencies of the all-merciful One, silently, patiently working out the counsels of His own will.(Education p.g, 173).

