

CHAPTER 28 DRAFT BLUEPRINT: CHANGE NOW

As a leader, you will have to help the teams navigate through any change and it will require honest discussions and skillful communication.



This exercise will help you explore and internalize how the elements of CHANGE can be applied within the context of navigating the new normal, challenging old truths, and recognizing windows of opportunity for change. It is intended to help you actively engage with these ideas and develop actionable strategies for embracing change in your personal and professional life.

New Normal: This element is crucial because it acknowledges that our world, the way we live and work, is in a state of constant flux. Embracing the idea of a new normal helps individuals and organizations adapt to change more effectively. It urges us to accept that change is not an exception but a continuous reality, inspiring flexibility and innovation.

Old Truths: This refers to long-standing beliefs, practices, and assumptions that may have served us well in the past. However, the rapid pace of change can render these old truths obsolete. Recognizing this concept is important because it encourages humility and the willingness to question established norms. It's an invitation to reevaluate and adapt, fostering growth and improvement.

Window of Time: This concept underscores the notion that certain opportunities, strategies, or actions are particularly relevant during specific periods. It's crucial because it reminds us that some initiatives may be time-sensitive, and seizing the right moment can make a significant difference. It encourages agility, the ability to capitalize on short-lived chances, and effective decision-making within a defined time frame.

REMOTE NOW

Consider the new normal scenario of transitioning to remote work. An old truth that may need to be challenged is the perception that a strict 9-to-5 office schedule is the only way to ensure productivity and efficiency. What are some immediate actions you can take in the window of time as the change is implemented?

Transitioning to remote work can be challenging and may require courage in embracing this change. For many it may include overcoming the fear of isolation, managing work-life balance, etc. Challenging the old truth will also require courage. Is the rigid schedule truly necessary or can we embrace more flexible working hours without compromising productivity? You and your team will have to be honest about the changing landscape of work. The traditional 9-to-5 model may not be the best fit for all employees or in all situations and flexibility is often a key driver of engagement.

Encourage an adaptable attitude toward work hours. Realize that employees may perform better with schedules that suit their personal lives and rhythms. Consider how you can alter the altitude of your perspective, looking at results and output rather than mere presence. This will require honest self-assessment and humility to reflect on their strengths and weaknesses in remote work and share their insights with others in a transparent manner. A positive attitude and adaptability in the face of change can be demonstrated by having your group identify strategies they have used or can use to adapt to remote work effectively, considering changes in daily routines and communication.

Maintain a neutral stance as you implement changes. Ensure that you communicate these shifts as positive developments, focusing on improved work-life balance and productivity. Understand that this change may require effort and adjustment from both leaders and employees. A manager should also encourage teams to share how they've managed negative thoughts or resistance during the transition to remote work. They can share their own examples as others share experiences where they demonstrated resilience and grit to overcome challenges related to remote work. The team can further discuss that the idea is evolving, and that more change should be expected. They can brainstorm possible changes, including how to prepare for further shifts in work patterns and technologies so that they are ready to adapt continually.

Using CHANGE, you can effectively shift yourself and/or lead your team through the necessary adjustments and prepare them for a future where remote work may become more prevalent. This exercise helps you focus on the crucial elements of courage, adaptability, and resilience during this transformative period.

EXPECT MORE CHANGE:

For each of the aspects of CHANGE, let's identify a current trend or development in your industry, field, or personal life. With each step, we are working to proactively prepare for potential future changes related to the aspect.

COURAGE: Identify a change you have personally experienced or anticipate that you will experience in your work or life.

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What would it take to face that change with courage and conviction?

New Normal

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Old Truths

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Window of opportunity

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HONESTY AND HUMILITY: Reflect on a scenario where a change went awry due to a lack of honesty and humility and describe it briefly here:

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How could the situation have been handled differently, with more transparency and humility?

New Normal

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Old Truths

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Window of opportunity

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ADAPTING: ATTITUDE, ALTITUDE: Consider a time when you initially resisted a change and describe it here briefly:

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How could attitude and altitude (approach) have shifted to have adapted more effectively?

New Normal

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Old Truths

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Window of opportunity

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NEUTRALITY, NOT NEGATIVITY: Focus on a workplace situation where negativity regarding change hindered progress.

How can a significant change be communicated in a way that promotes neutrality and minimizes negativity?

New Normal

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Old Truths

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Window of opportunity

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GROWTH THROUGH GRIT: Describe a personal or professional challenge that you have overcome through grit and determination

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What skills and qualities encourage perseverance, and how can these be applied in future change scenarios?

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New Normal

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Old Truths

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Window of opportunity

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Navigating change is one of the most critical elements of leadership – mechanistically and holistically. It is imperative that those aspiring to lead develop a healthy relationship with the elements of CHANGE.

This will allow them to develop actionable insights and strategic foresight to transform what is in their operational oversight by exercising the true scope of leadership.