

# LEGENDARY LEADERSHIP IN CHANGING TIMES

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## 6 APPROACHES TO CHANGE

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| 1. <b>Avoidant Approach</b><br>Stick my head in the sand. | "I have no idea what's happening."  |
| 2. <b>Apathetic Approach</b><br>Sit and watch the change. | "It's happening, but I don't care."   |
| 3. <b>Resistant Approach</b><br>Fight the change.         | "It shouldn't be happening!"  |
| 4. <b>Reactive Approach</b><br>React to the change.       | "It's happening. I'm making reactive changes."                                |
| 5. <b>Anticipatory Approach</b><br>Anticipate the change. | "I have a good idea of what's going to happen. I'm making proactive changes." |
| 6. <b>Creative Approach</b><br>Create the change.         | "I make it happen; and other people have to react to me!"                     |

## THRIVING ON CHANGE – THE FOUNDATION

In changing times, there is a set of principles and core values that you **never** want to change. Be rigid here.

**AND**

In changing times, the same set of beliefs and strategies that have gotten you to where you are now will not get you to where you want to go. Be flexible here.

Your company culture is created when your people have values in common.

### 3 ways to keep your company culture alive:

1. Hire people having values that match your corporate values.
2. Decide what's important (values) and communicate it over and over.
3. Repeatedly tell stories of people actions that exemplify your values.

## **BELIEF SYSTEMS**

All changes in your world are filtered through your belief system.

### **6 BELIEFS OF CHANGE UTILIZATION SUCCESS**

1. Change creates opportunities.
2. When things change, we must change.
3. There is always a way to use this change to our advantage.
4. We're going to enjoy the journey through our rapidly changing world.
5. There is a lesson to be learned from every change in your world.
6. You're an active participant in the change process.

### **3 STAGES OF CHANGE**

#### **Stage #1 -- Letting Go of the Old**

The starting point for all change is the ending you have to make to leave the old behind.

##### **Leadership Strategies for Stage #1:**

1. Realize that everyone reacts to change differently. Let people know that you understand what they're going through and that you care about them.
2. Identify and communicate what is not being lost.
3. Honor the past, clearly mark the break with the old, and create a vision for the future that inspires people to action.

#### **Stage #2 -- Transitioning between the Old and the New**

This is the limbo period between the old and the new. This is usually a time of great emotional intensity. It's also the time when greatest creativity and growth can occur!

##### **Leadership Strategies for Stage #2:**

1. Prepare for The Dip.
2. Provide everyone an important role to play.

#### **Stage #3 -- Embracing the New**

The last step in all change reaction is a beginning.

##### **Leadership Strategies for Stage #3:**

1. Celebrate your wins every step of the way.
2. Use your success to reinforce a culture of change.

**Like the eagle, use the challenges of life as a chance to soar!**