

# Leading Change

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# Plan for Success



Pre-Planning is not always possible when change rolls in, but even a few minutes of thoughtful introspection will help pave the way for an easier transition.

Questions to Ask when Change comes:

What are we trying to accomplish?

What are our/my end goals?

Who will be responsible for what?

How can this be rolled out?



# Stages of Change





# Shared Need

The need for change must exceed its resistance. For example –

If we do not change the short term ramifications are.....

If we do not change the long term ramifications will be.....

Do Not forget to consider

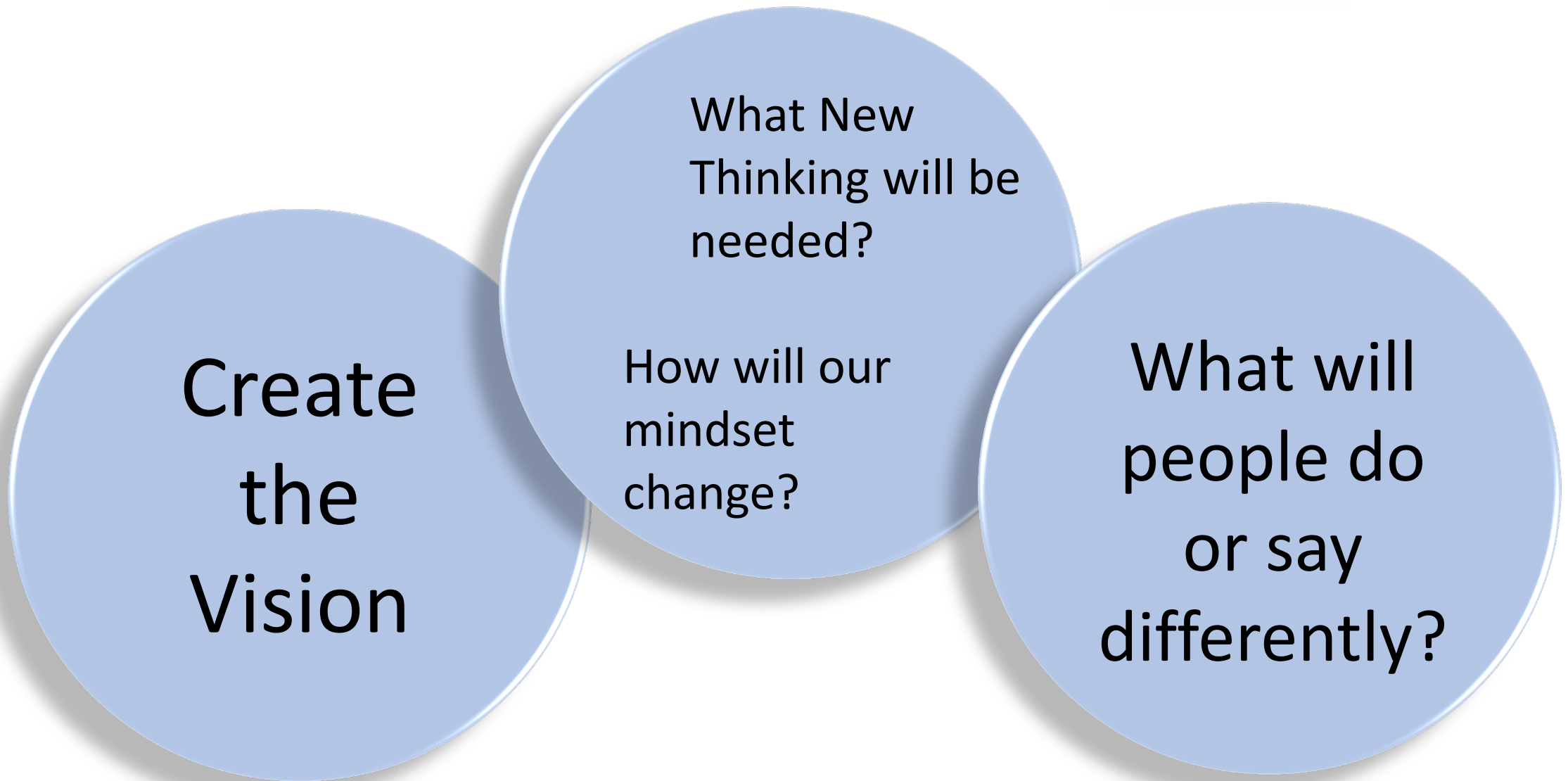
If we do change the short term outlook is.....

If we do change the long term outlook will be.....

Once again: The need for change must exceed its resistance.



# What is the Vision





# Commit



What you can do:

- Focus on Priorities
- Model the new way
- Provide information

Ask questions to help others:

- “What role can you play in this change?”
- “What questions do you have?”
- “What keeps you from being excited about this change?”

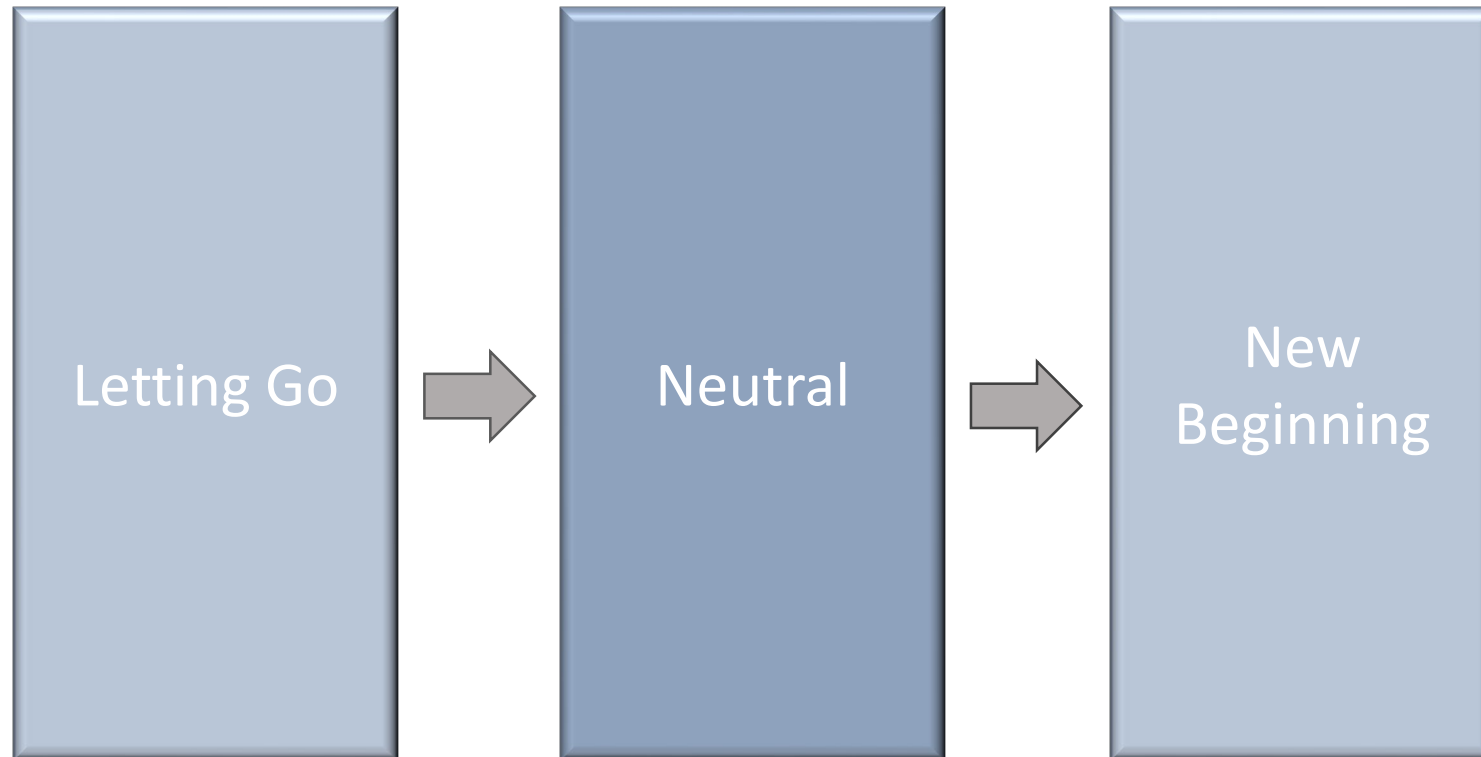
Key Stakeholders	Strongly Against	Moderately Against	Neutral	Moderately Supportive	Strongly Supportive	Notes
Xavior		X	—————→	O		
Zoe				X	————→ O	



# Commit



## Influencing and Transitions





# Make it Stick

- Have we identified quick wins to help build momentum?
- Do the actions of those involved demonstrate long term commitment?
- Do they show excitement for the change?
- Have lessons learned been documented and adapted?
- What have we learned through this process?

**Document Lessons Learned and Share Best Practices!**



# Final Thoughts



## Actions for Leaders:

- Enable others to put closure on the past, help them celebrate and let go of the status quo
- Help them reflect on the future and where they fit in
- Provide guidance and support to take action

What People Want	What People Get
Empathy – listening in a non-judgmental way	Autocratic behavior – orders, tasks, assignments
Information – why is the change needed	Avoidance – unwillingness to discuss concerns
Ideas – suggestions, options and coaching to get them unstuck	Insincere cheerleading

# Questions



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**- LET'S GO -**

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