

Doing the Math: An Equation for Change that Works

Ascending the Mountain of Innovation Conference

June 11, 2017/17 Sivan 5777

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Coaching, Consulting, and Facilitation

CLARITY ■ DIRECTION ■ CHANGE



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Welcome (and a Question)!

What questions
brought you to this
session?



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Today's Session

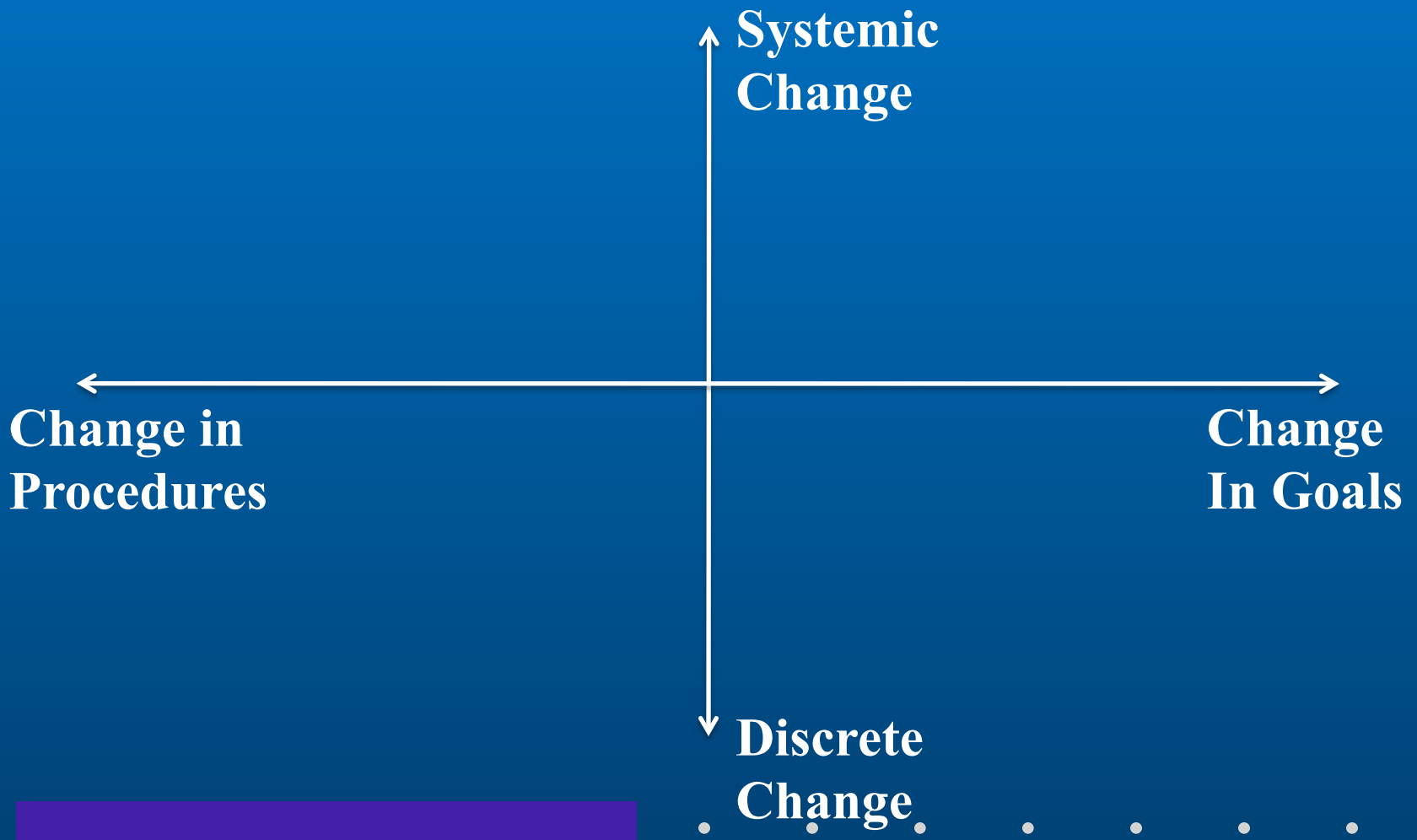
Where are you with change?

What makes change work?

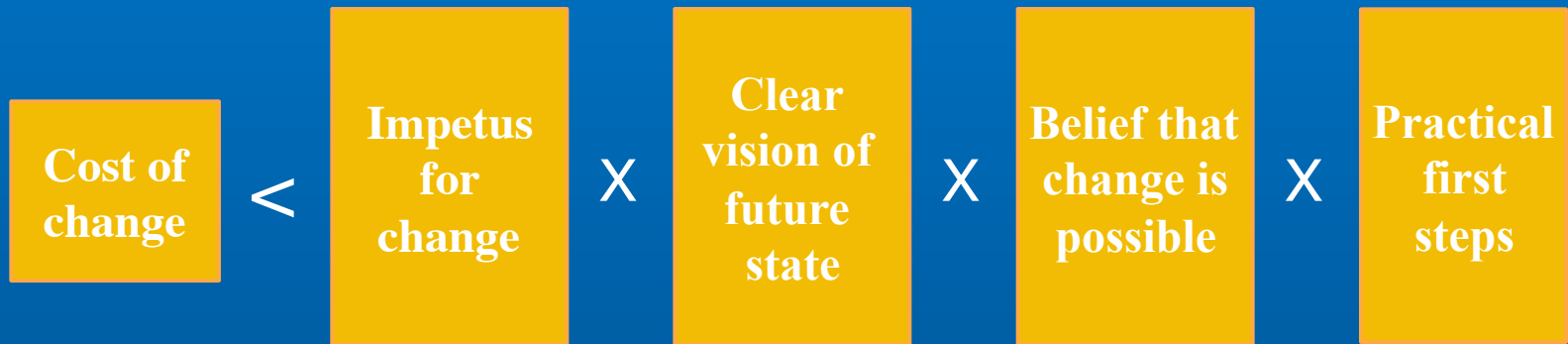
What now?

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Dimensions of Change: Where Are You?

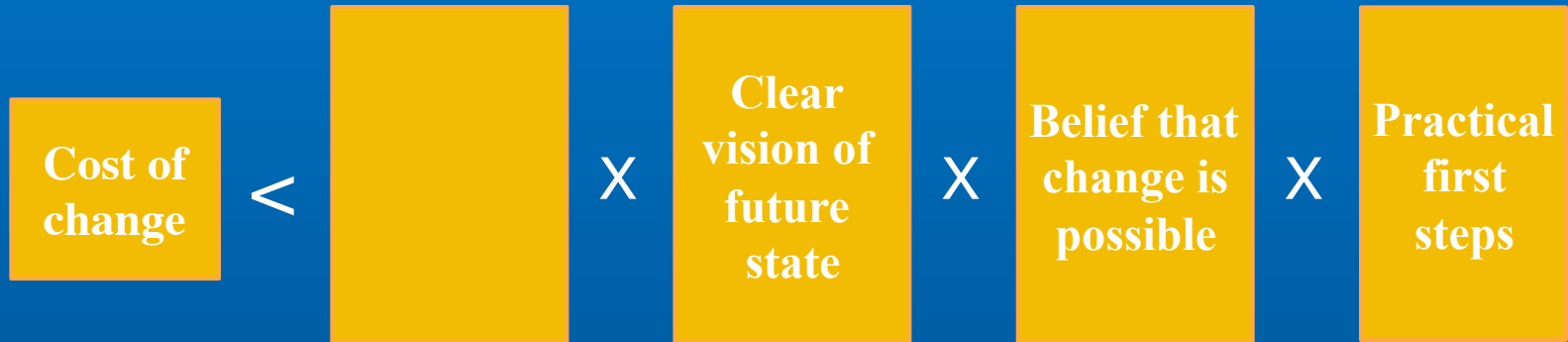


Equation for Successful Change



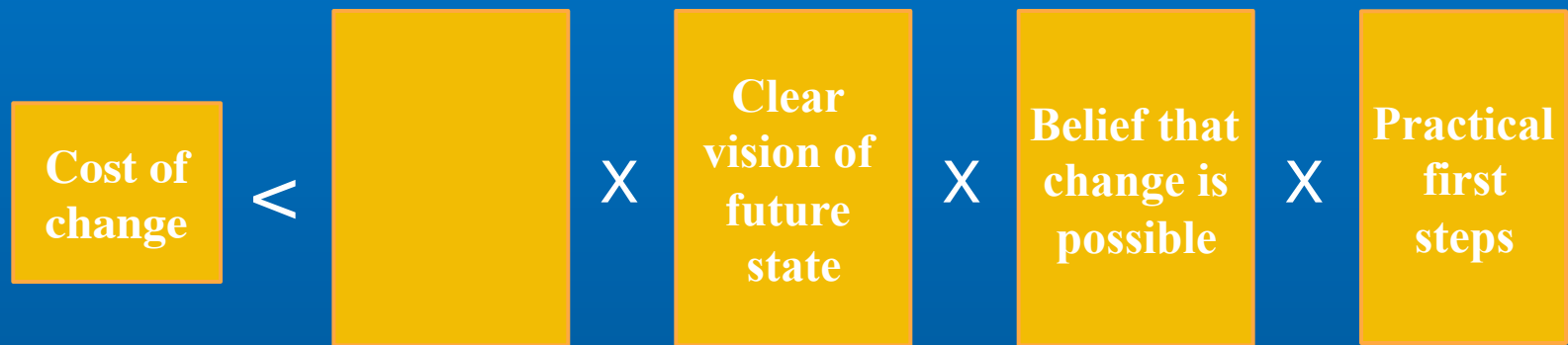
What are the real and perceived “costs” of change?

Equation for Successful Change



What happens if there's no impetus for change?

Equation for Successful Change



How can we create an impetus for change that is not destructive?

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Equation for Successful Change



What happens if there's no clear vision of the desired, future state?



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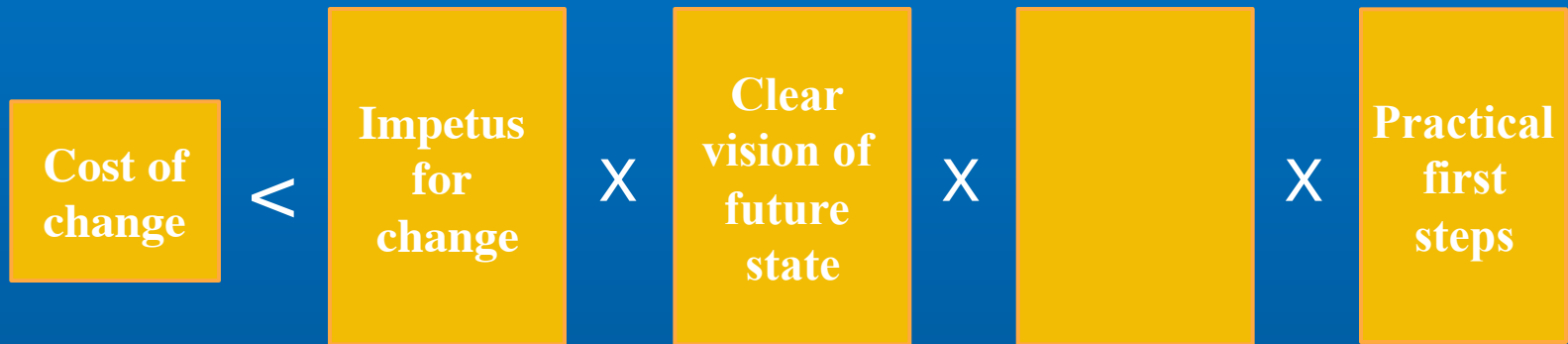
Equation for Successful Change



How does a healthy process help your congregation develop a clear vision?

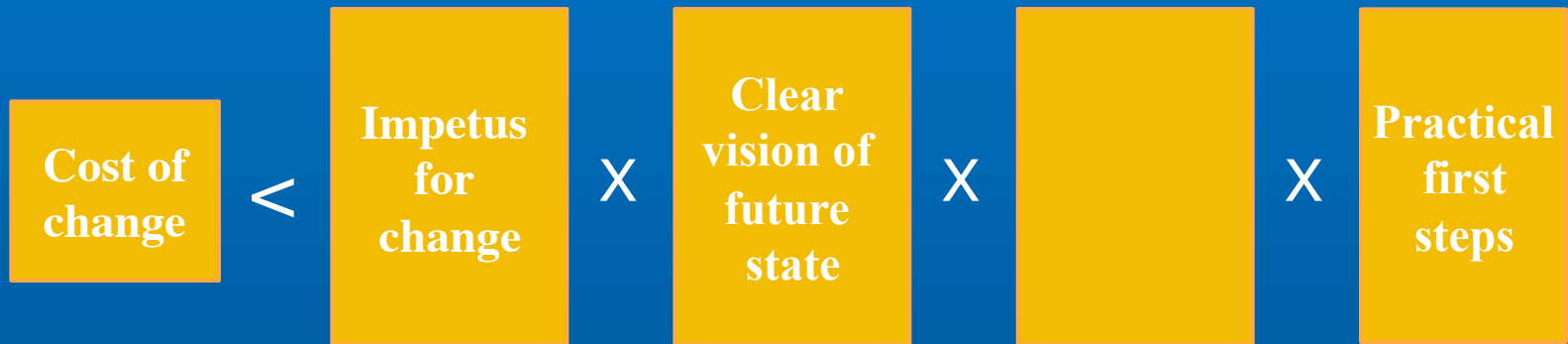


Equation for Successful Change



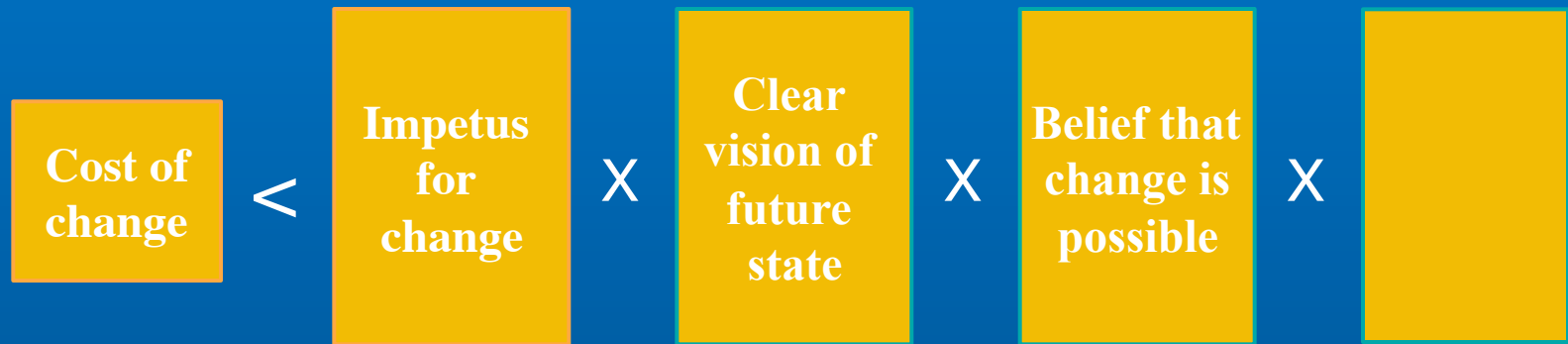
What happens if there's no belief that change is possible?

Equation for Successful Change



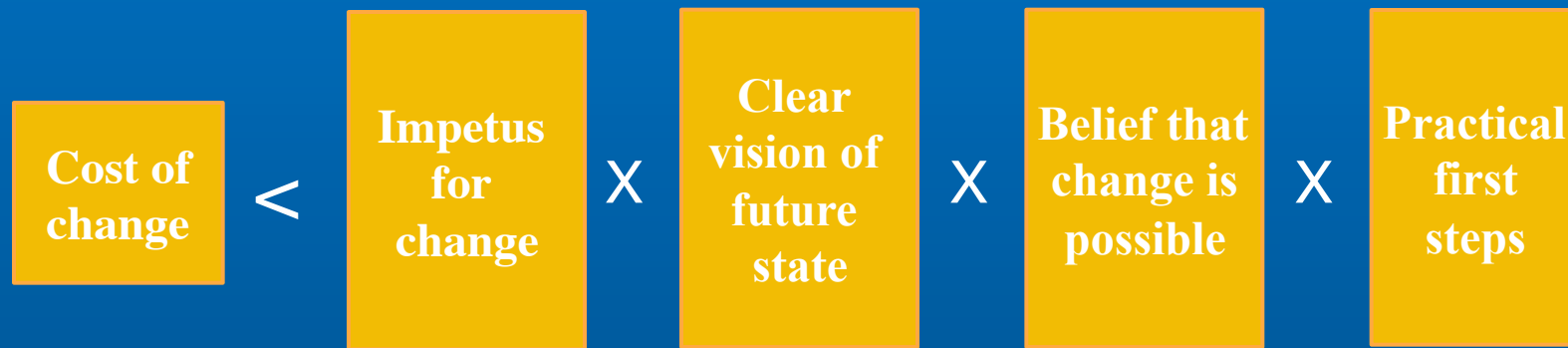
*What are the sources of belief (and disbelief) that change is possible?
What can you do about it?*

Equation for Successful Change



What happens if there are no practical first steps?

Equation for Successful Change



What is missing?

Equation for Successful Change

Community

Cost of
change

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Impetus
for
change

X

Clear
vision of
future
state

X

Belief that
change is
possible

X

Practical
first
steps

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Your Turn!

**Don't leave today without considering/
discussing:**

- What is your impetus for change?
- How clear is your vision?
- Who believes change is possible (and who doesn't)?
- How clear is the path from vision to active steps that people can take now?

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Your Questions



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Al Regel Achat (On One Foot)

- Don't forget perceived costs of change
- Allow for dissatisfaction by:
 - Letting go of defensiveness
 - Sharing ownership
 - Partnering with your lay/professional team
- Accumulate your learnings to inform your vision; clear, shared vision will guide innovations
- Foster the belief that change is possible through small wins
- Learn from experiments how to move ahead in small practical steps
- Re-imagining is not enough—move ideas to action

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