

LEADING PEOPLE THROUGH THE PROCESS OF CHANGE

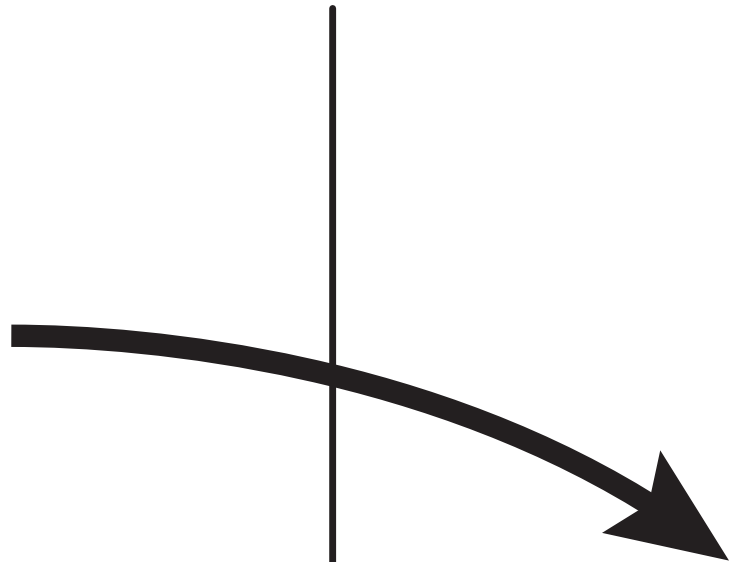
with Dr. Gavin Adams



How Hard Can Change Management Be?



**CHANGE
JOURNEY**



EXPERIENCE

**STRATEGIC
STEPS**

INVESTIGATE

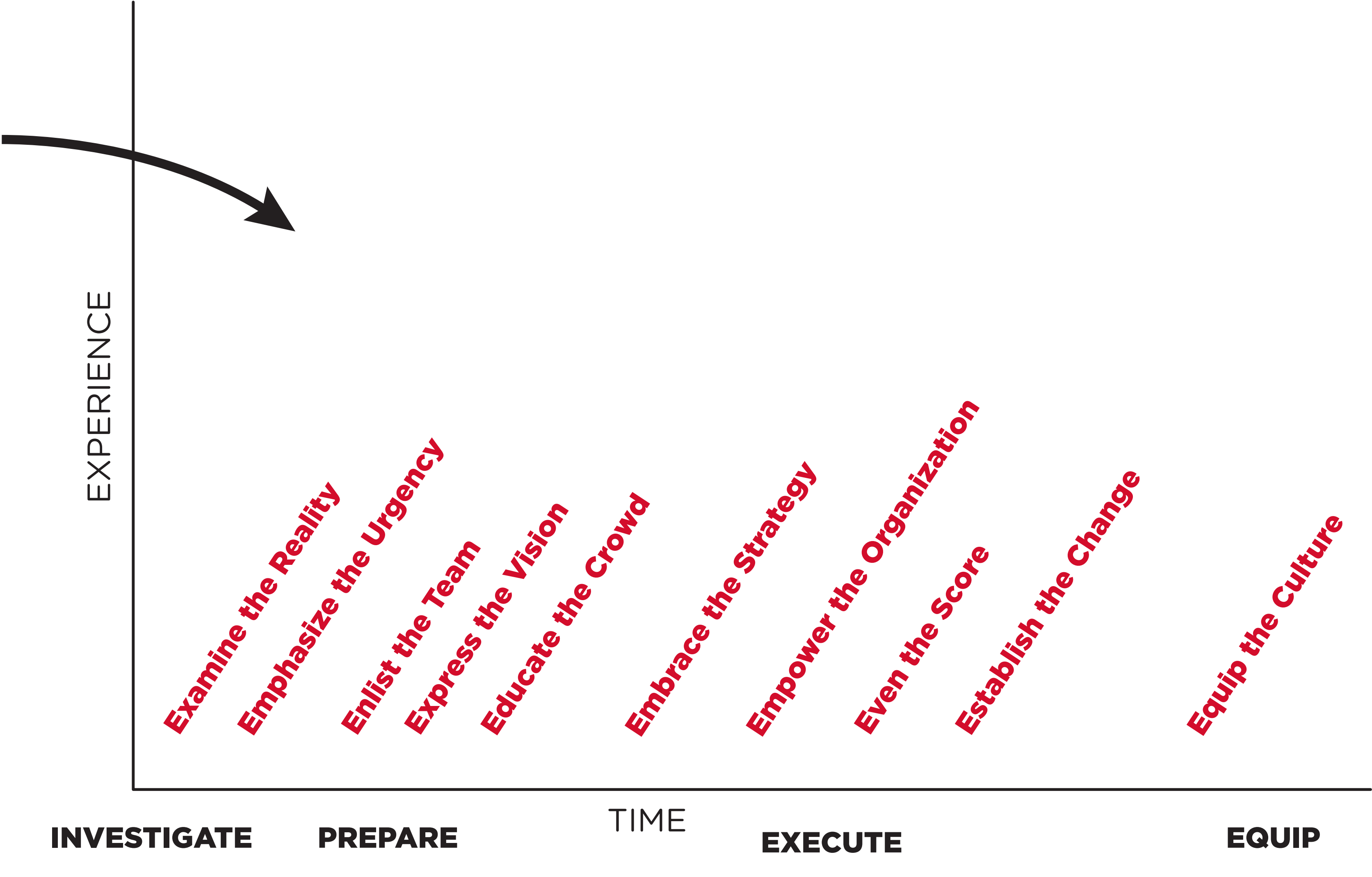
PREPARE

TIME

EXECUTE

EQUIP

**CHANGE
JOURNEY**



**Change Happens *With, To,*
and *Through* people.**



**“Organizations are communities
of human beings, not collections
of human resources.”**

— Henry Mintzberg

**“You manage things;
you lead people.”**

— Grace Murray Hopper

Why Do People Struggle with Change?



Why Do People Resist Change?

1 The **Unknowns** of Change



**“Every ~~new~~ beginning comes from
some other beginnings ~~end.~~”**

— Semisonic, from *Closing Time*

Why Do People Resist Change?

- 1 The **Unknowns** of Change
- 2 The **Time** Required for Change



Change takes time.
Time creates gaps.
Gaps expose insecurities.

Why Do People Resist Change?

- 1 The **Unknowns** of Change
- 2 The **Time** Required for Change
- 3 The **Complexity** of Change



**Organizations are organized
to orchestrate what is,
not what will become.**

**“The only constant
in life is change.”**

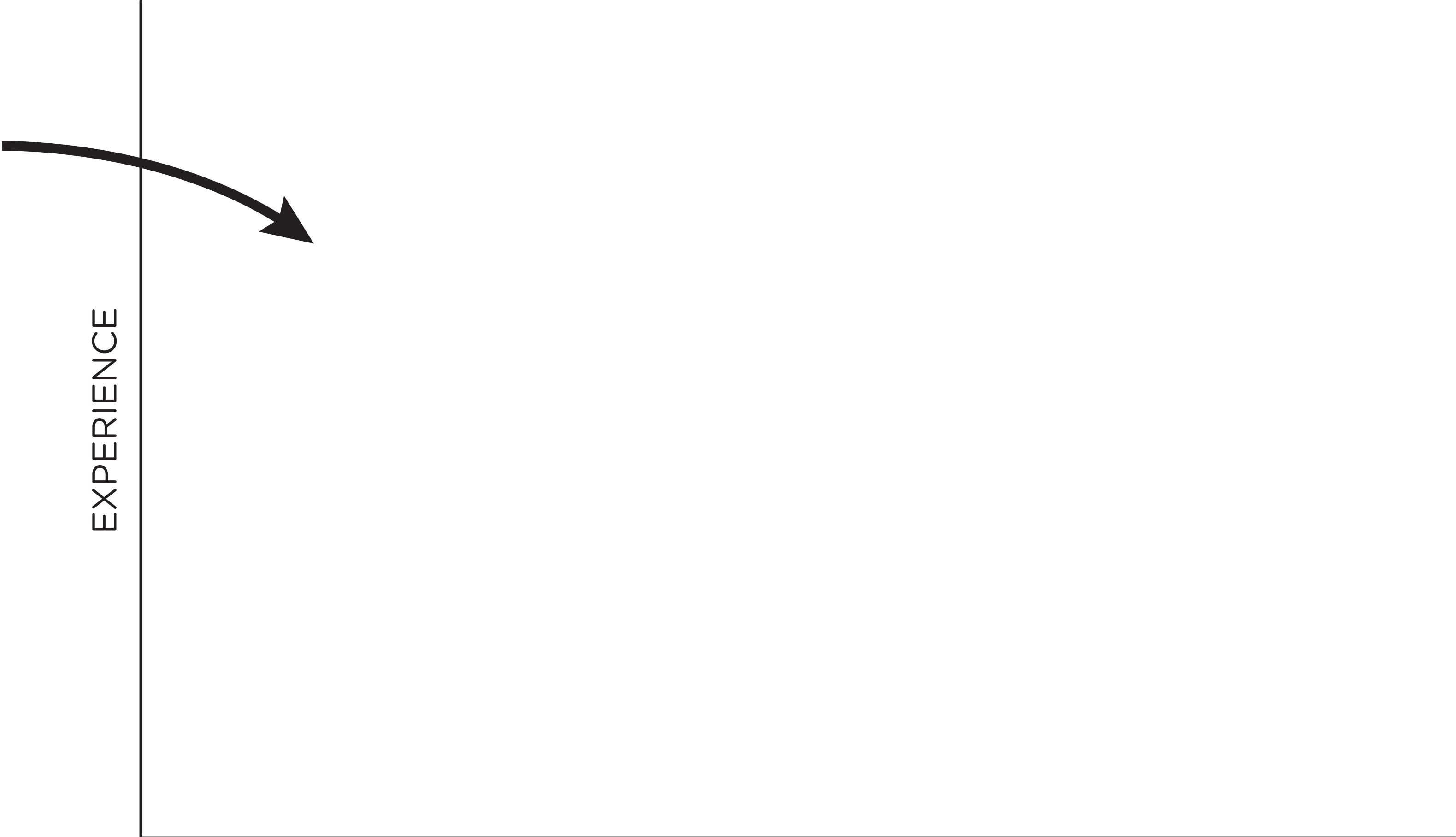
— Heraclitus

How Can We Best Lead People Through the Process of Change?



**EMOTIONAL
STATES**

**CHANGE
JOURNEY**



**STRATEGIC
STEPS**

INVESTIGATE

PREPARE

TIME

EXECUTE

EQUIP

**EMOTIONAL
STATES**

**CHANGE
JOURNEY**

**STRATEGIC
STEPS**

COMFORT

EXPERIENCE

INVESTIGATE

PREPARE

TIME

EXECUTE

EQUIP



**EMOTIONAL
STATES**

COMFORT

GRIEF

**CHANGE
JOURNEY**

EXPERIENCE

THIS ISN'T
WORKING

**STRATEGIC
STEPS**

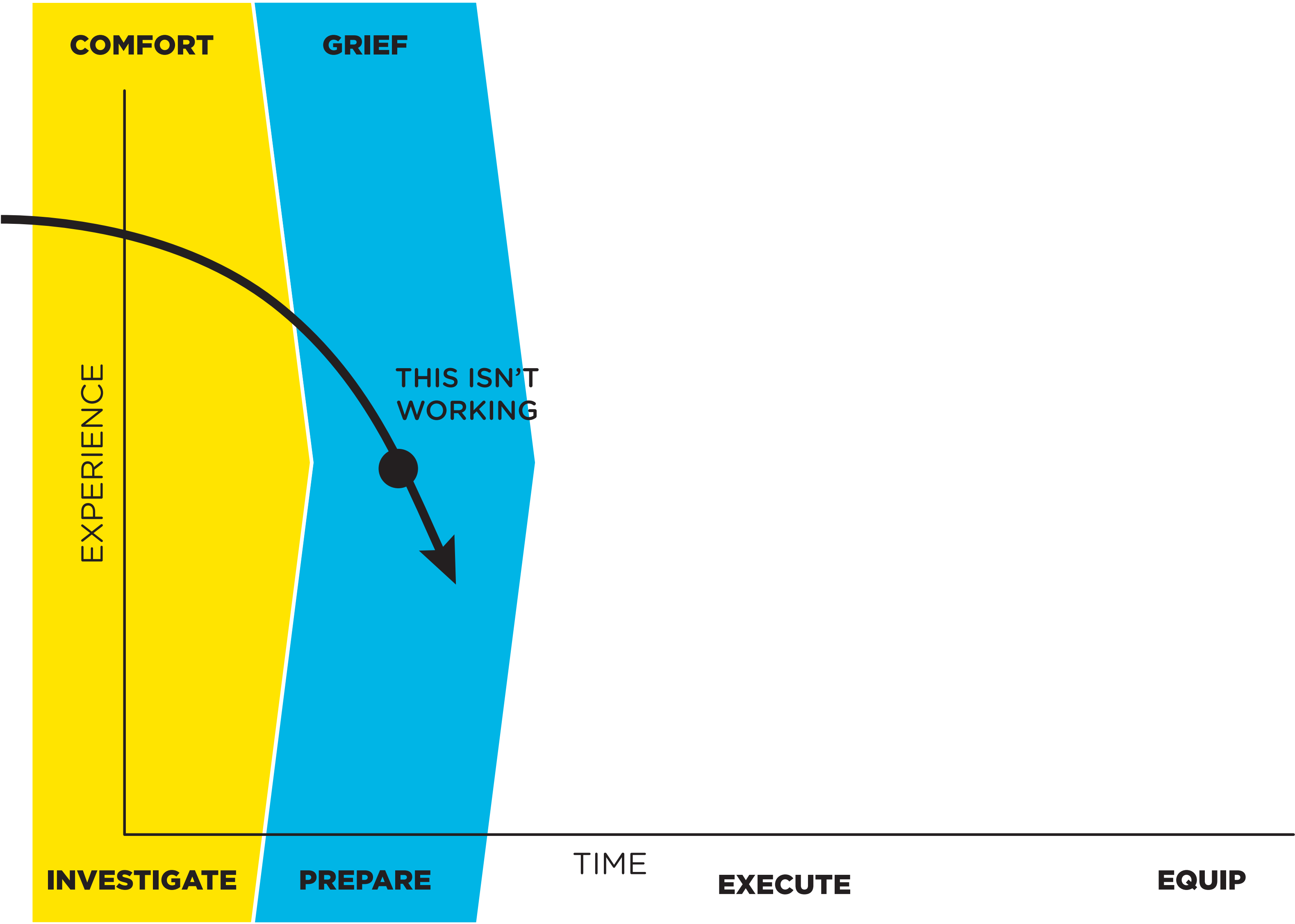
INVESTIGATE

PREPARE

TIME

EXECUTE

EQUIP



**EMOTIONAL
STATES**

**CHANGE
JOURNEY**

**STRATEGIC
STEPS**

COMFORT

GRIEF

CONFUSION

EXPERIENCE

THIS ISN'T
WORKING

INNOVATION
& CREATION
ZONE

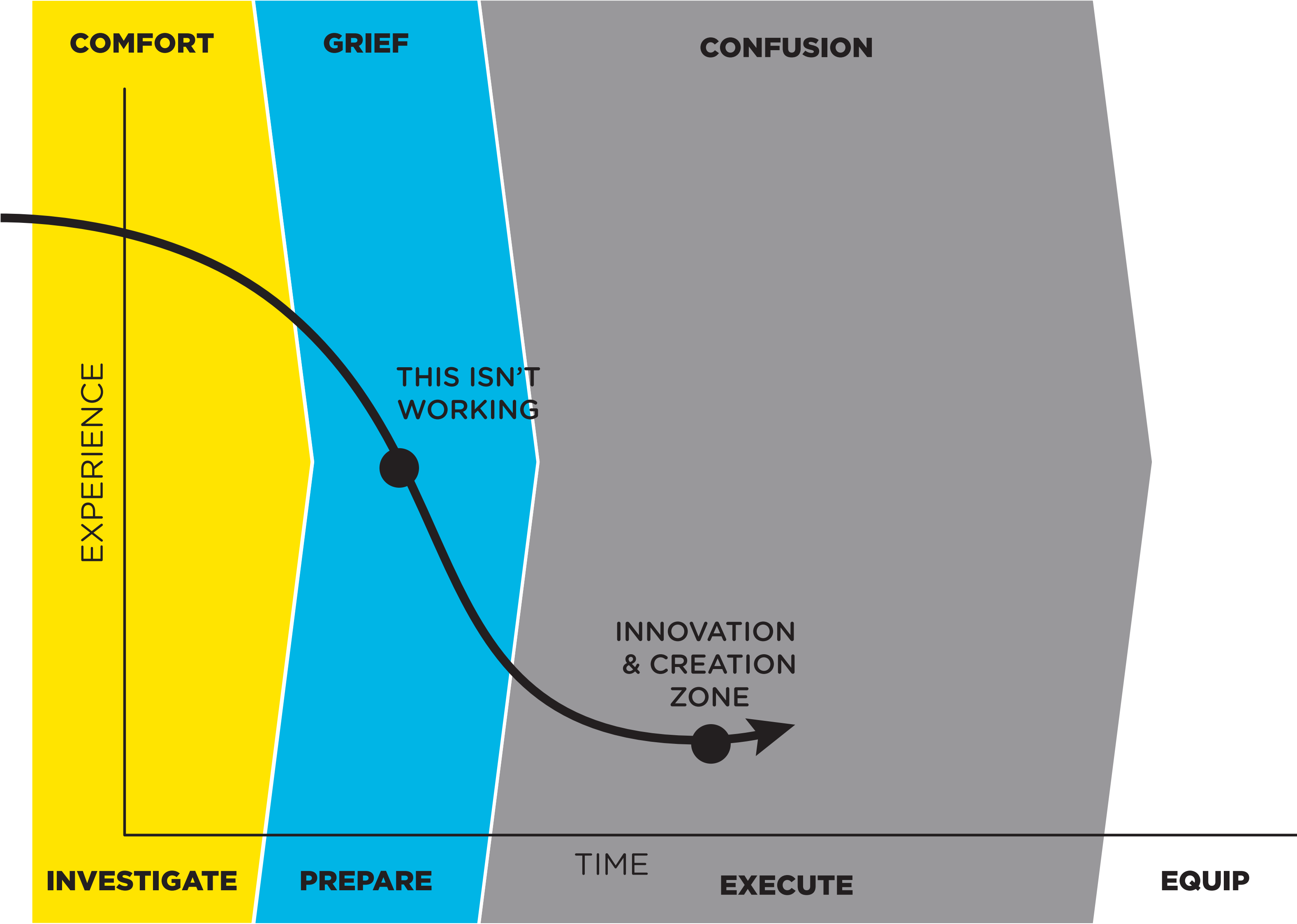
INVESTIGATE

PREPARE

TIME

EXECUTE

EQUIP



**EMOTIONAL
STATES**

**CHANGE
JOURNEY**

**STRATEGIC
STEPS**

COMFORT

GRIEF

CONFUSION

EXPERIENCE

THIS ISN'T
WORKING

ACCUMULATING
TRUST

INNOVATION
& CREATION
ZONE

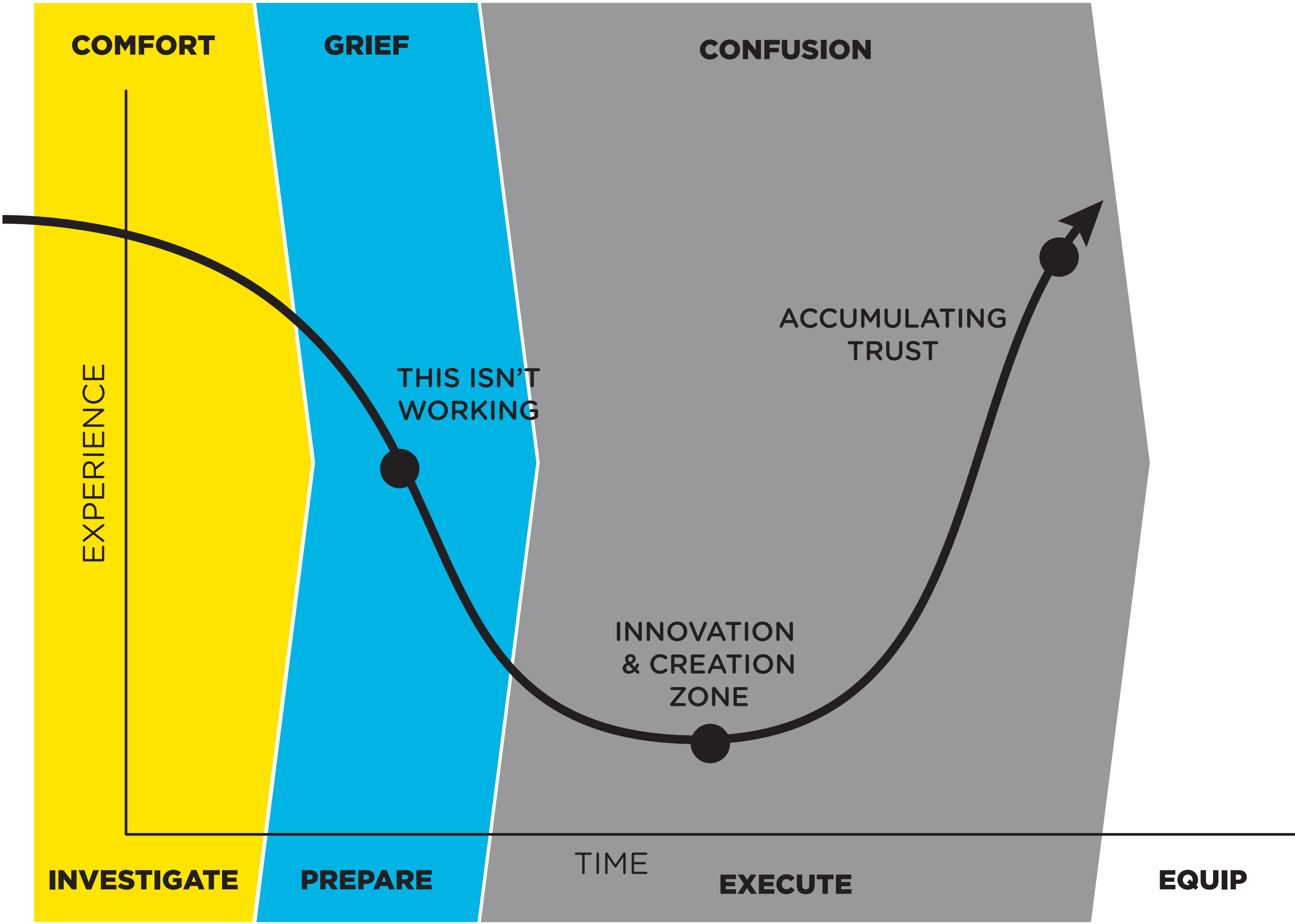
INVESTIGATE

PREPARE

TIME

EXECUTE

EQUIP



**EMOTIONAL
STATES**

**CHANGE
JOURNEY**

**STRATEGIC
STEPS**

COMFORT

GRIEF

CONFUSION

ACCLIMATION

EXPERIENCE

THIS ISN'T
WORKING

ACCUMULATING
TRUST

INNOVATION
& CREATION
ZONE

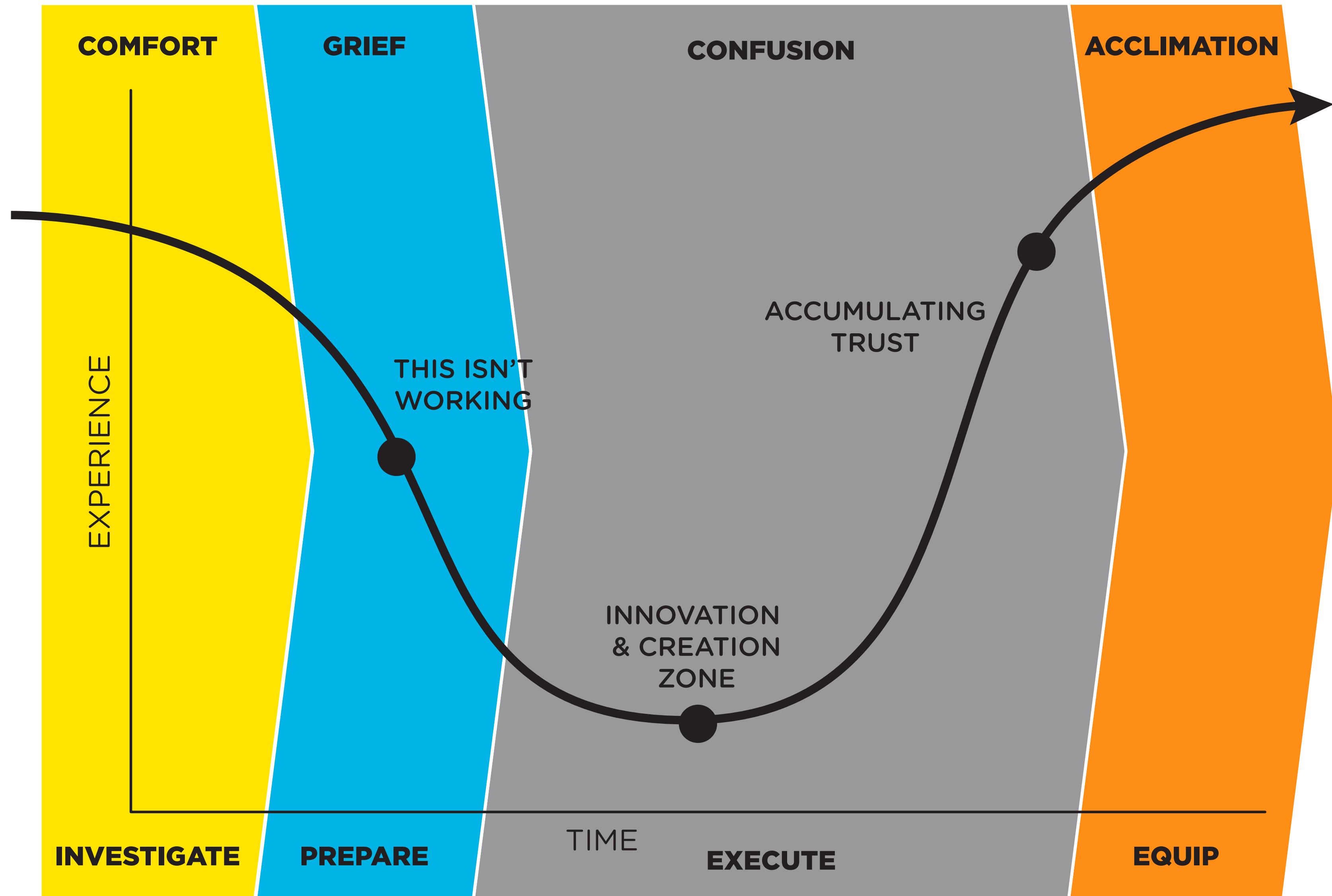
INVESTIGATE

PREPARE

TIME

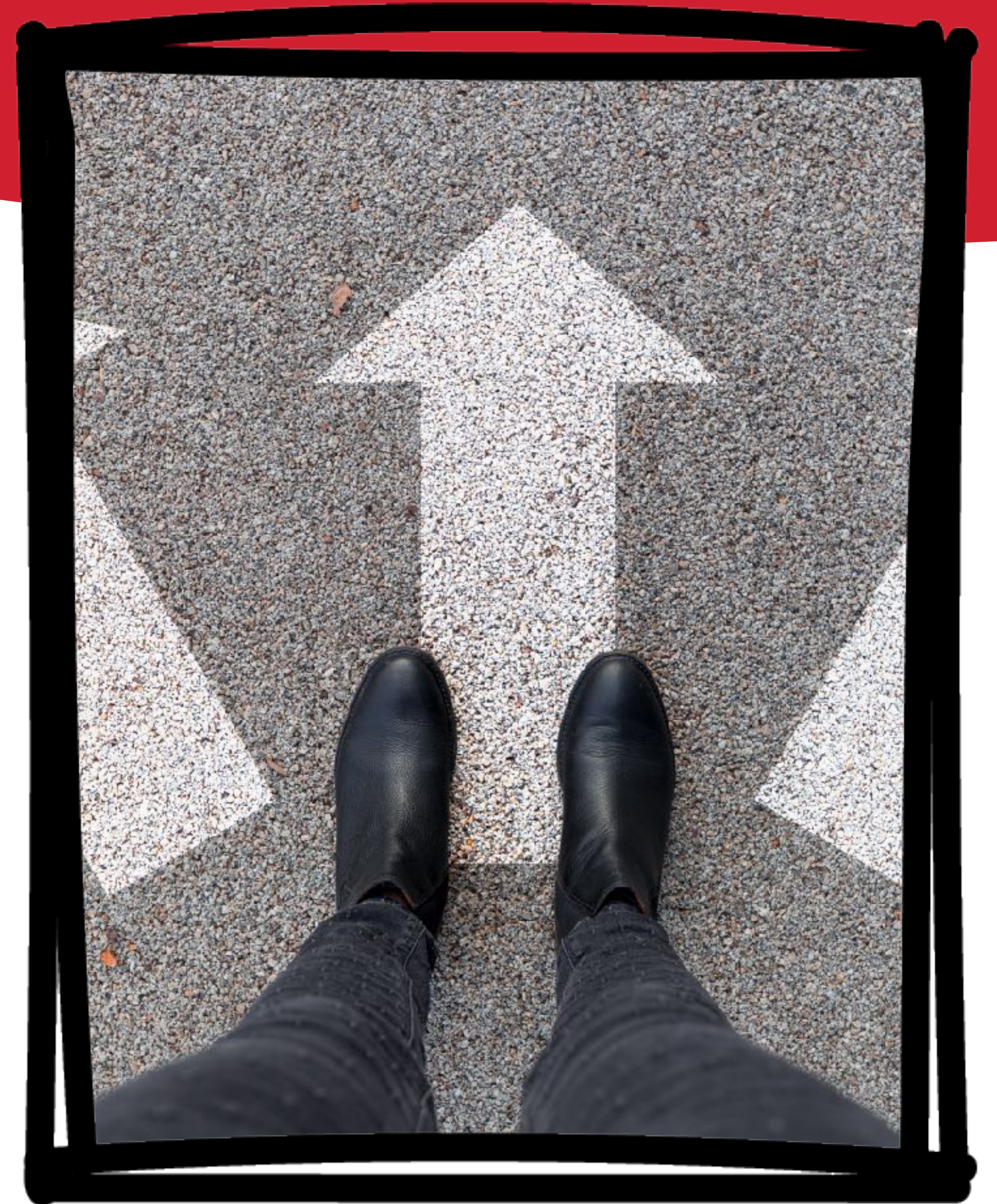
EXECUTE

EQUIP



**Leaders must understand
how to manage the process
of change while leading
people through change.**

**Change always
follows a predictable
path through
strategic steps and
emotional states.**



MEET GAVIN



From the marketplace to ministry, I've spent my ~~professional~~ life innovating ~~solutions~~ and implementing strategies.

Explore gavinadams.com for content, resources, and consulting support.

