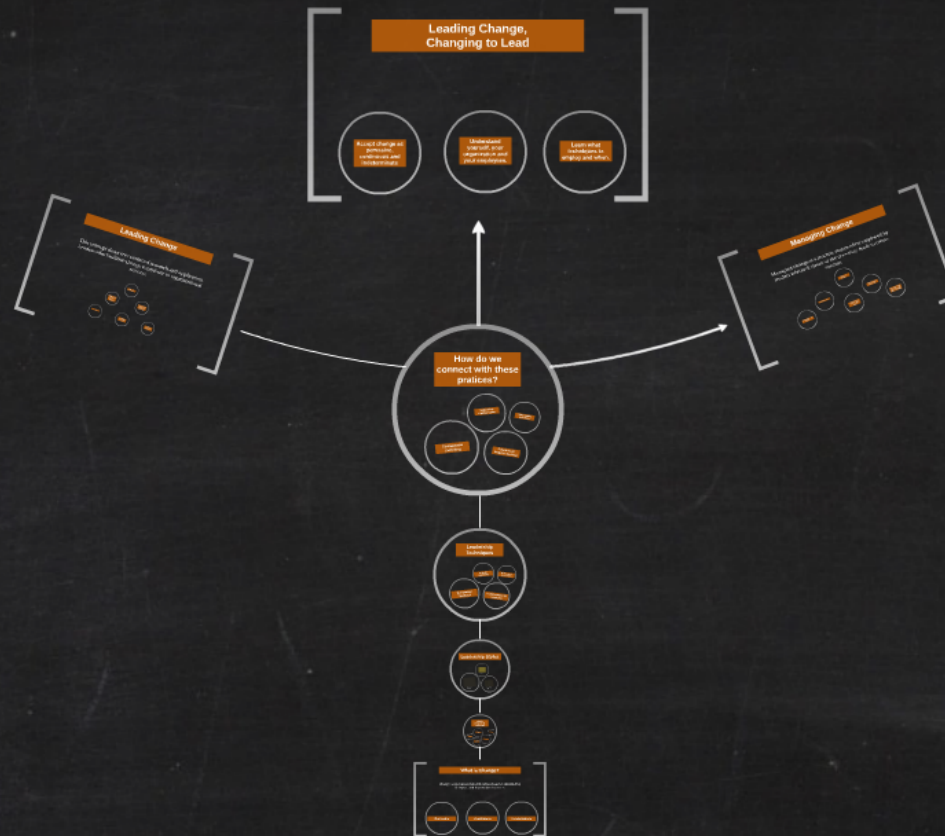


# Leading Change, Changing to Lead

Based on Jim Harvey's speech structures



# Leading Change, Changing to Lead

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# What is Change?

Change is experienced on all levels and can be identified by its impact and the tensions it creates.

Pervasive

Continuous

Indeterminate



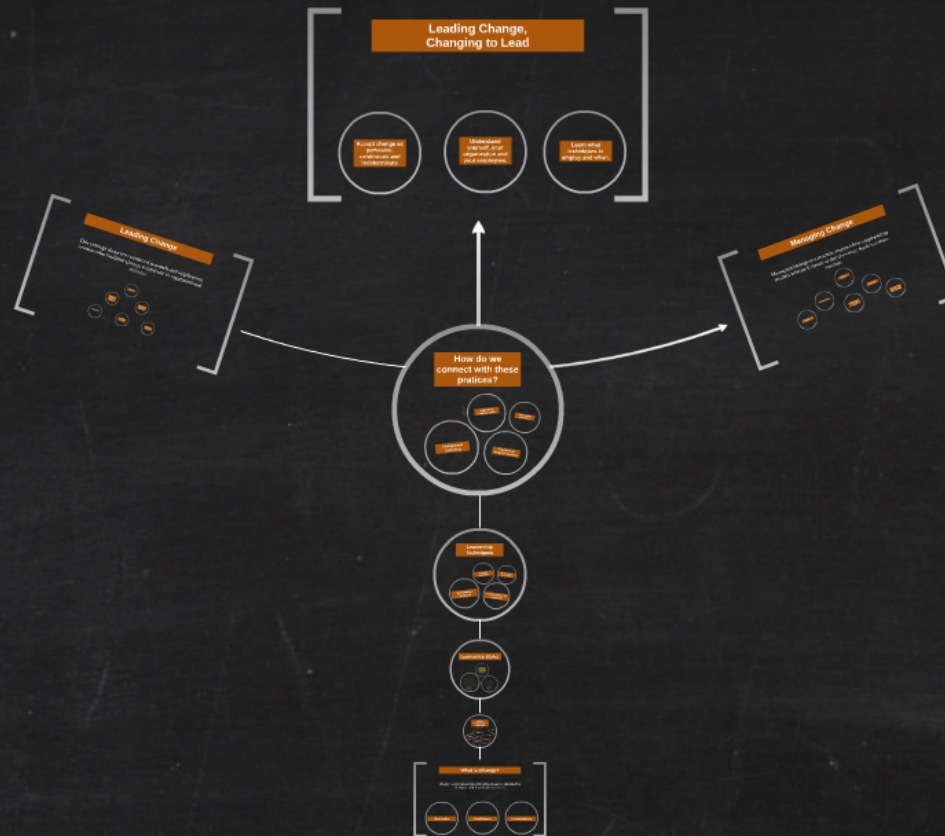
# Pervasive





**Continuous**

# Indeterminate



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# Managing Change

Managing change is a reactive stance often employed by leaders who lack vision or the necessary tools to create success.





**We have a  
problem.**

**We have to fix it.**

**We have to get  
around this.**

**Not everyone can  
fix this.**



**Problems only  
affect certain  
areas.**

**The sooner we get  
through this, the  
better off we'll be.**

# Leading Change

This concept deserves continued research and application.  
Leaders who facilitate change contribute to organizational  
success.



**You are our  
greatest asset.**



**We value a certain  
method but know  
we can do it  
differently if we  
need to.**



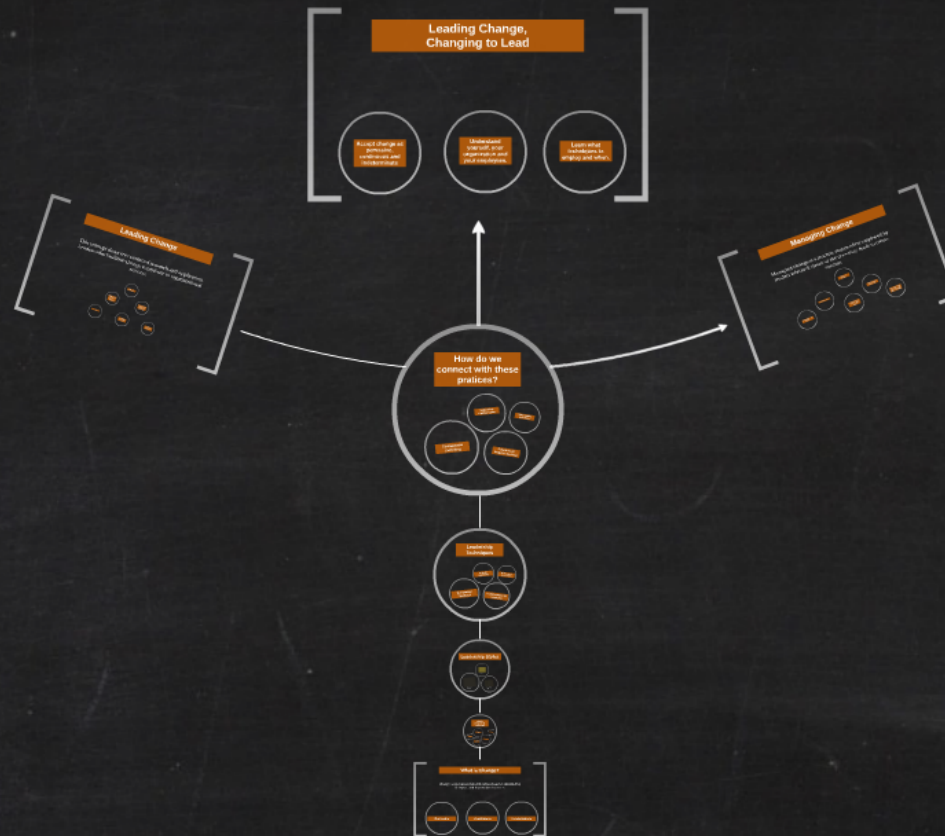
**Take a look at the  
big picture and  
we'll take it one  
step at a time.**

**Trust me.**

**I'm listening to  
what's really  
happening.**



**I can't see the  
future, but I'm  
ready for it.**



# Leading Change, Changing to Lead

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# Leadership Styles



Delegative/  
Laissez-Faire



Authoritarian/  
Autocratic



Participative/  
Democratic



Delegative  
Laissez-Faire



Authoritarian/  
Autocratic





Participative/  
Democratic



Delegative/  
Laissez-Faire

# What is progressive leadership?

Empower.

Encourage.

Stay ahead of the curve.

Inspire.

Walk the walk and talk the talk.

**Walk the walk and  
talk the talk.**



**Inspire.**

**Stay ahead of the  
curve.**

**Empower.**

**Encourage.**



# Leadership Techniques

A large light gray circle contains four smaller white circles. Each white circle has an orange rectangular label with white text. The labels are: 'Strategic Mentoring' (top), 'Participatory Assessment' (right), 'Transformational Coaching' (bottom right), and 'Turnaround Feedback' (bottom left).

Strategic  
Mentoring

Participatory  
Assessment

Turnaround  
Feedback

Transformational  
Coaching

# Turnaround Feedback

# Transformational Coaching

# Strategic Mentoring



# Participatory Assessment

**How do we  
connect with these  
practices?**

**Supportive  
Confrontation**

**Risky Conflict  
Resolution**

**Courageous  
Listening**

**Paradoxical  
Problem Solving**

# Courageous Listening

# Paradoxical Problem Solving



# Supportive Confrontation

# **Risky Conflict Resolution**

# Leading Change, Changing to Lead

Accept change as  
pervasive,  
continuous and  
indeterminate

Understand  
yourself, your  
organization and  
your employees.

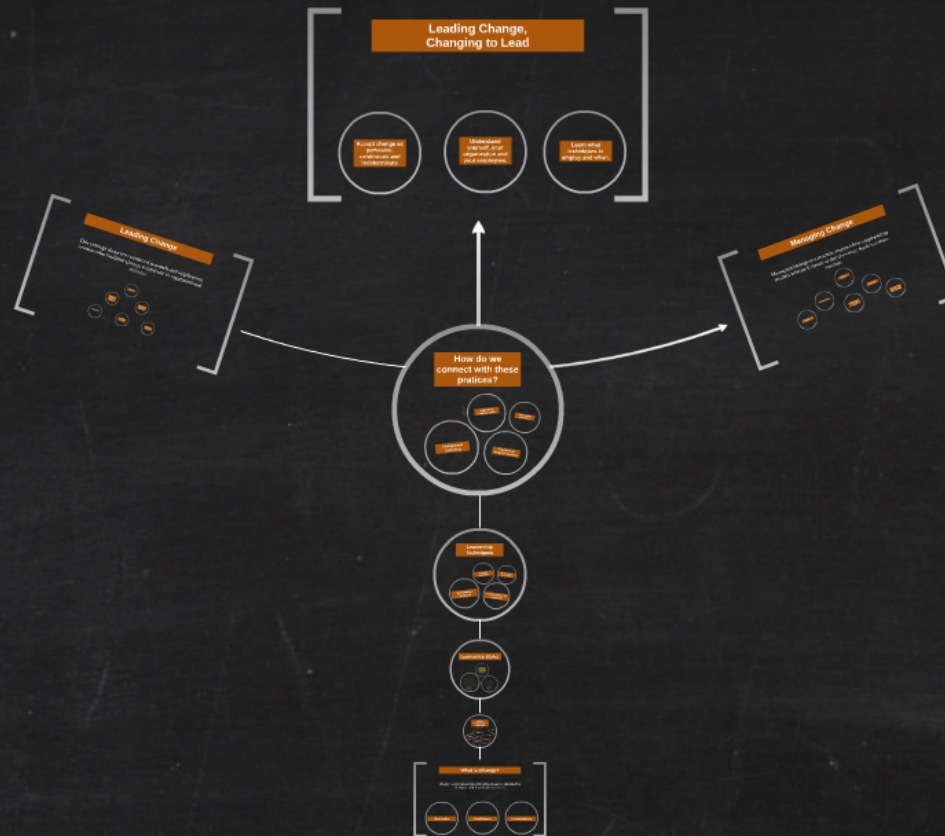
Learn what  
techniques to  
employ and when.

**Accept change as  
pervasive,  
continuous and  
indeterminate**



**Understand  
yourself, your  
organization and  
your employees.**

**Learn what  
techniques to  
employ and when.**



# Leading Change, Changing to Lead

Based on Jim Harvey's speech structures