



CHAMPIONING CHANGE & INNOVATION

Championing Change and Innovation means staying flexible, embracing change, and working well with others. It involves adapting to new ideas, adjusting priorities when needed, and staying positive about change.



GROWTH LEVELS



Emerging

Demonstrates adaptability and a person-directed approach by embracing change, adjusting to evolving needs, prioritizing effectively, and seeking feedback to improve and support new directions.

Evolving

Leads and supports change by modeling adaptability, collaborating creatively, considering diverse perspectives, and communicating change in a person-centered, values-driven way.

Leading

Drives positive change by turning vision into action, supporting others through transition, adapting strategies as needed, and engaging diverse stakeholders with clear, empathetic communication.

Influencing

Leads systemic change by anticipating trends, fostering collaboration, adjusting strategy, and creating an environment that inspires and supports others to embrace and champion the new direction.



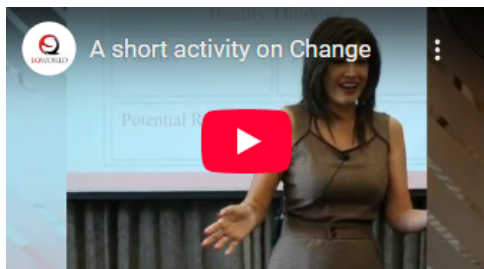
Complete your self assessment on Advocacy and email it to yourself and then share with your mentor or someone you trust. [Click here to do a self assessment](#)

TEAM ACTIVITY

Change in Motion:

- Split participants into 2 teams and provide each with materials like straws, tape, and paperclips to build a bridge within a time limit.
- After a few minutes, introduce a "change card" with a new rule, like "Only one person can speak" or "Use only your non-dominant hand."
- Every few minutes, introduce another change card that challenges their approach. Teams must adapt quickly and find creative solutions to complete their bridge under these new conditions.

This activity encourages flexibility and innovation by simulating real-life challenges and the need for quick adaptation.



ACTIVITIES TO ASSIST WITH COMPETENCY DEVELOPMENT

- Identify something you find difficult and ask 2 colleagues for ideas how you could approach the situation or problem differently.
- Practice being flexible; select a time you have disagreed with someone and make a list of the positive aspects of their approach.
- Find someone who has a different viewpoint. Have a discussion to understand their viewpoint, without expressing your viewpoint. Make a list of their points.
- Build supportive routines, make a list of 3 things you like to change in your daily routine, commit to doing these activities for 5 days, and log your success.
- Draft a communication strategy for change management initiative—who needs to know, when/frequency of communication, strategies for feedback collection.
- Create a plan for how you will support your direct reports or your co-workers to adapt to a new way of doing something.

Learn more about the modernized core competencies:

VISIT: <https://dscorecomp.com>





CHAMPIONING CHANGE & INNOVATION

Pirates of the Caribbean: The Curse of the Black Pearl

Captain Jack Sparrow's unorthodox leadership style in this film teaches us about thinking on one's feet, adaptability, and leading through charisma. "Pirates of the Caribbean: The Curse of the Black Pearl" offers a swashbuckling adventure that also provides unexpected insights into leadership. Captain Jack Sparrow, the charismatic and unorthodox pirate, emerges as a charismatic leader who thrives in the face of chaos. The film illustrates how adaptability, quick thinking, and the ability to inspire others can be crucial traits for effective leaders. As Sparrow navigates a world of treacherous waters and rival pirates, his ability to lead and make decisions on the fly reveals that leadership can take unexpected forms, even within the unpredictable world of piracy.



Key Takeaways:

Adaptability and Resilience: Leaders should be adaptable and quick to respond to changing circumstances. Flexibility and the ability to improvise are key traits in dynamic environments.

Charismatic Leadership: Charismatic leaders inspire their teams through their energy, enthusiasm, and ability to rally people around a common cause.

Practical Strategy: Embrace adaptability by encouraging your team to remain open to change. Implement regular brainstorming sessions to stimulate creative problem-solving. Infuse enthusiasm into your leadership style to energize your team and keep them engaged.

5 Steps in the Change Management Process

1. Prepare the Organization for Change

For an organization to successfully pursue and implement change, it must be prepared both logistically and culturally. Before delving into logistics, cultural preparation must first take place to achieve the best business outcome. Understanding of the need and the why.

2. Craft a Vision and Plan for Change

Once the organization is ready to embrace change, managers must develop a thorough, realistic, and strategic plan for bringing it about.

The plan should detail:

- Strategic goals: What goals does this change help the organization work toward?
- Key performance indicators: How will success be measured? What metrics need to be moved? What's the baseline for how things currently stand?
- Project stakeholders and team: Who will oversee the task of implementing change? Who needs to sign off at each critical stage? Who will be responsible for implementation?
- Project scope: What discrete steps and actions will the project include? What falls outside of the project scope?

While it's important to have a structured approach, the plan should also account for any unknowns or roadblocks that could arise during the implementation process and would require agility and flexibility to overcome.

3. Implement the Changes

After the plan has been created, all that remains is to follow the steps outlined within it to implement the required change

4. Embed Changes Within Company Culture and Practices

Once the change initiative has been completed, change managers must prevent a reversion to the prior state or status quo.

5. Review Progress and Analyze Results

Just because a change initiative is complete doesn't mean it was successful. Conducting analysis and review, or a "project post mortem," can help business leaders understand whether a change initiative was a success, failure, or mixed result.



If you see it, share it!