Change Leadership
A Simple Model

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Agenda

1 – Perspectives on Change
2 – Change Leadership vs. Change Management
3 – Model For Change Leadership
Perspectives On Change
Java Joe's

We Have Moved!

Find us at our new address

2325 MAIN STREET

Only 2 miles west on Elm, then right onto Main

We value your business, please visit us at our new location

• Permits
• Excel Energy
• Plumbing done
• Inspections done
• Move stuff
  • Coffee maker
  • Cups
  • Etc.
• Hang Sign
Our Focus Today…

is…

Understanding how to proactively lead change to create buy-in, support, and success

is *not*…

Learning how to Manage Change

*Who moved my cheese?*
And this is important because…

You are a leader (or need to be)…

You are expected to step up as a leader regardless of your title or role!

Change is not optional…

Change is constant

Change is good
Objectives…

Understand…

1. Change management vs leadership

2. A simple model for leader of change

3. Intention
What is change…

A
Current State

CHANGE

B
Future State
you manage things,
but you lead people
~ Stephen R. Covey
The First Question…

What must we do to successfully move from A to B?

The BIG Question…

You may successfully move from A to B but

“at what cost?”
Change Management... 
Managing the tasks necessary to move from A to B

Change Leadership... 
Addressing the *people* impacts of moving from A to B... 
*Minimizing Costs + Maximizing Benefits*
A Simple Model For Change Leadership
A simple model

Change

Clarity

Perspective

Empathy
A simple model

Clarity

The Intention

The Reasons

The Path
Clarity

Take-aways

1 – Clarity includes Logical + Emotional
2 – Resistance results from Lack of Clarity
3 – Change is a choice; not changing is also a choice

Your experiences…
A simple model

Empathy

- Who is Impacted
- How Impacted
- Golden Rule Strategy
Empathy

Take-aways

1 – Those you least expect to be impacted
2 – Be creative *not* shortsighted
3 – How would *you* feel

Your experiences…
A simple model

Perspective

- Meaningful Iterations
- Celebrate Successes
- Evaluate & Adjust
Take-aways

1 – Critical moves are close by so find that 1\textsuperscript{st} landmark of the journey

2 – Plan your scenic overlooks and celebrate along the way

3 – Engage thought-leaders because the destination may change as you approach it

Your experiences…
A simple model

Change

Clarity

Perspective

Empathy
Take-aways

1 – Always incorporate change leadership
2 – Remember the not so obvious
3 – Leverage resources

Be a Leader
Thank You

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