

## Managing Change

### Create Urgency

Gospel ministry leadership is change management

#### Nine Step Plan for Change<sup>1</sup>

1. Create Urgency
2. Gather Allies
3. Develop the Vision for Change
4. Plan
5. Go Public & Implement
6. Ensure Easy Wins
7. Remove Obstacles
8. Build on the Change
9. Embed the Change into Culture

#### 1. The Necessity of Change

1. Every ordered system descends into chaos.
2. The world around us is constantly changing.

#### 2. The Difficulty of Change

Discussion:

Why do people find change difficult?

Why do we, as leaders, find change difficult?

#### 3. The Steps for Change

The three-step model ...

1. Decide change needs to happen
2. Tell people change is happening
3. Change

---

<sup>1</sup> *Wisdom in Leadership*, Craig Hamilton

This can of course be adapted into a two-step model

1. Decide change needs to happen
2. Change

There are three essential underlying assumptions

1. Be patient and keep your discipline.
2. Do the hard yards early doors.
3. Change is experienced as loss.

### 1. Create Urgency

- Why make the change?
- Why that change?
- Why do it now?
- What happens if we don't make it?
- What if we do?

Typically, we might expect the following three things

1. Confusion - they won't get it straight away
2. Scepticism - they won't believe that's it's necessary
3. Resistance - they won't want it even if it is

**Confusion** forces you to clearly articulate your rationale with greater clarity

**Scepticism** forces you to garner your support from among supporters

**Resistance** forces you to refine your plans to bring about change

You need to avoid

1. Being defensive towards people -
2. Assuming too much about people -
3. Antagonising people -

### Conclusion

The bottom line is that if you can't persuade people of the rationale for the change then they're unlikely to embrace it. So have an answer to 'what's wrong?'