

Gather Allies

A strategy for change from 'Wisdom in Leadership', Craig Hamilton

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

The second principle: gather allies.

The underlying assumption: you cannot effect lasting change on your own.

This is especially true for two reasons

1. Not everyone will be able to talk to you:
2. Not everyone will want to talk to you:

Among this group of allies, we want both

- Powerful Persuaders who can influence people
- Powerless Faithful who can provide insight

Power

Broadly speaking there are two types of power.

1. Executive Power that comes by virtue of appointment - it's given
2. Persuasive Power that comes by virtue of reputation - it's earned

The Ally Matrix

This is a useful little tool to help you think about who you ought to spend time with. It is not a tool to help you work out how valuable people are.

High Power Low Interest	High Power High Interest
Low Power Low Interest	Low Power High Interest

People	Characteristic	Strategy
Low Interest Low Power People	They don't care about the change and they've got no ability to change anything anyway	Ignore
Low Interest High Power People	They're hugely influential but they don't care that much	Inform
High Interest Low Power People	They really care but they can't do a whole heap about it	Influence
High Interest High Power People	They really care about the change and they've got the ability to make it happen	Invest

Conclusion

- There is an **underlying principle**: you need to form a coalition to effect change
- There is an **underlying assumption**: you cannot introduce lasting change by yourself
- There is also an **underlying danger**: you prioritise and privilege a group of favourites

'My brothers and sisters, believers in our glorious Lord Jesus Christ must not show favouritism. ²Suppose a man comes into your meeting wearing a gold ring and fine clothes, and a poor man in filthy old clothes also comes in. ³If you show special attention to the man wearing fine clothes and say, "Here's a good seat for you," but say to the poor man, "You stand there" or "Sit on the floor by my feet," ⁴have you not discriminated among yourselves and become judges with evil thoughts?' James 2:1

'I charge you, in the sight of God and Christ Jesus and the elect angels, to keep these instructions without partiality, and to do nothing out of favouritism'. 1 Timothy 5:21