

Welcome

Ice breaker – Introduce yourself to everyone at your table and name your favorite warm weather place

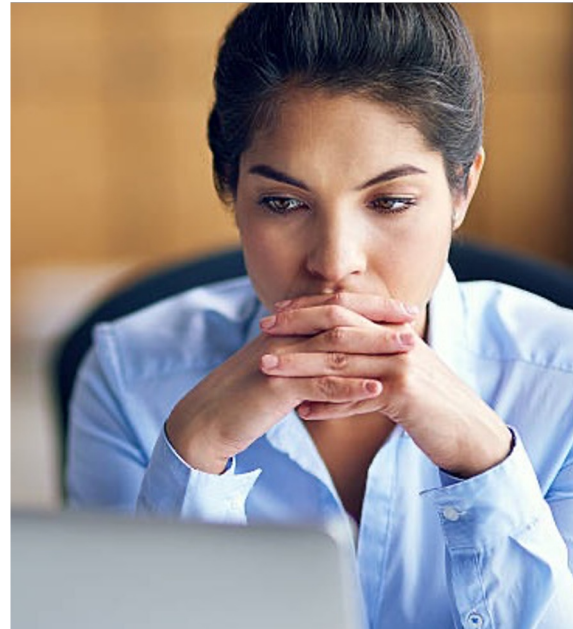


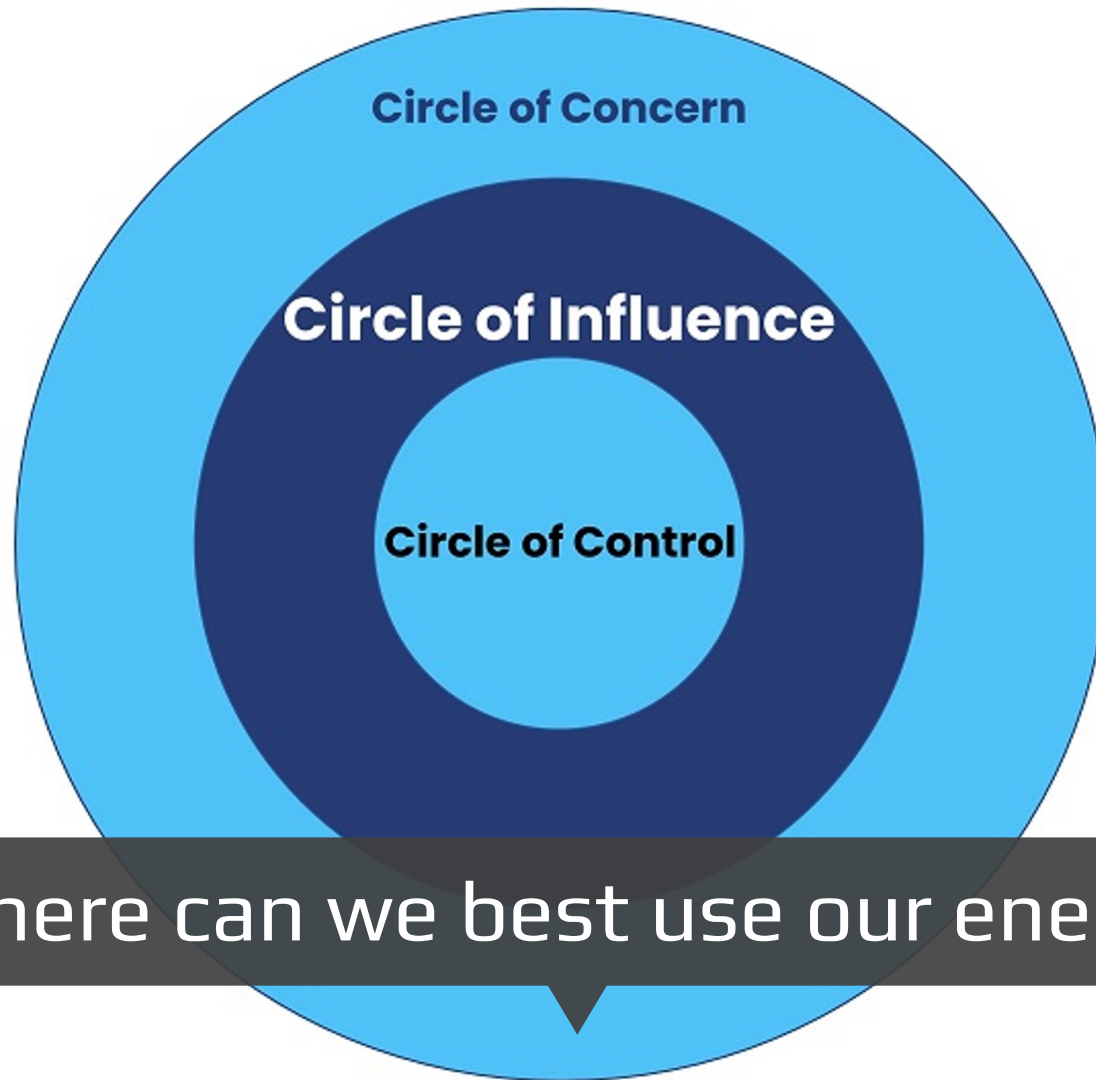
Where we've been, where we're going...

- Purpose-drive board leadership
- Responsive strategies
- Current state
- The purpose of this series is to...**equip you, your team, and your Board with tools that allow you to be even more strategic, agile and responsive**
- How will that happen?
What can I expect?
- Experience + Tools = ???

Settling in

What are the most pressing questions you have right now - for you, your organization and for your Board?





Where can we best use our energy?

This session is about
Leveraging our Ability to
Change, Adapt & Grow



Reminder: Fast and slow thinking...how does it work?

Fast
What you know and trust
What comes easy/quick
Quick problem solving that builds satisfaction
Oxytocin



Slow
What you don't know
Uncertainty
Change (in pace, processes, new knowledge, relationships, hierarchy)
Transformation (sometimes cortisol/stress)

The brain prioritizes survival and energy above anything else...

FAST THINKING



Common



Easy & automatic



Emotional



Error prone



SLOW THINKING



Rare



Hard & deliberate



Rational



Reliable



Human clues – fast and slow...

Fast

Holding fast to answer/outcome they want

'I assumed that...'

'We don't do it that way' or 'I know the perfect workaround'

'Why are we still talking about this?'

Conflict avoidance

Statements



Slow

Someone who regularly shares is silent

Building trust

Entering into constructive conflict

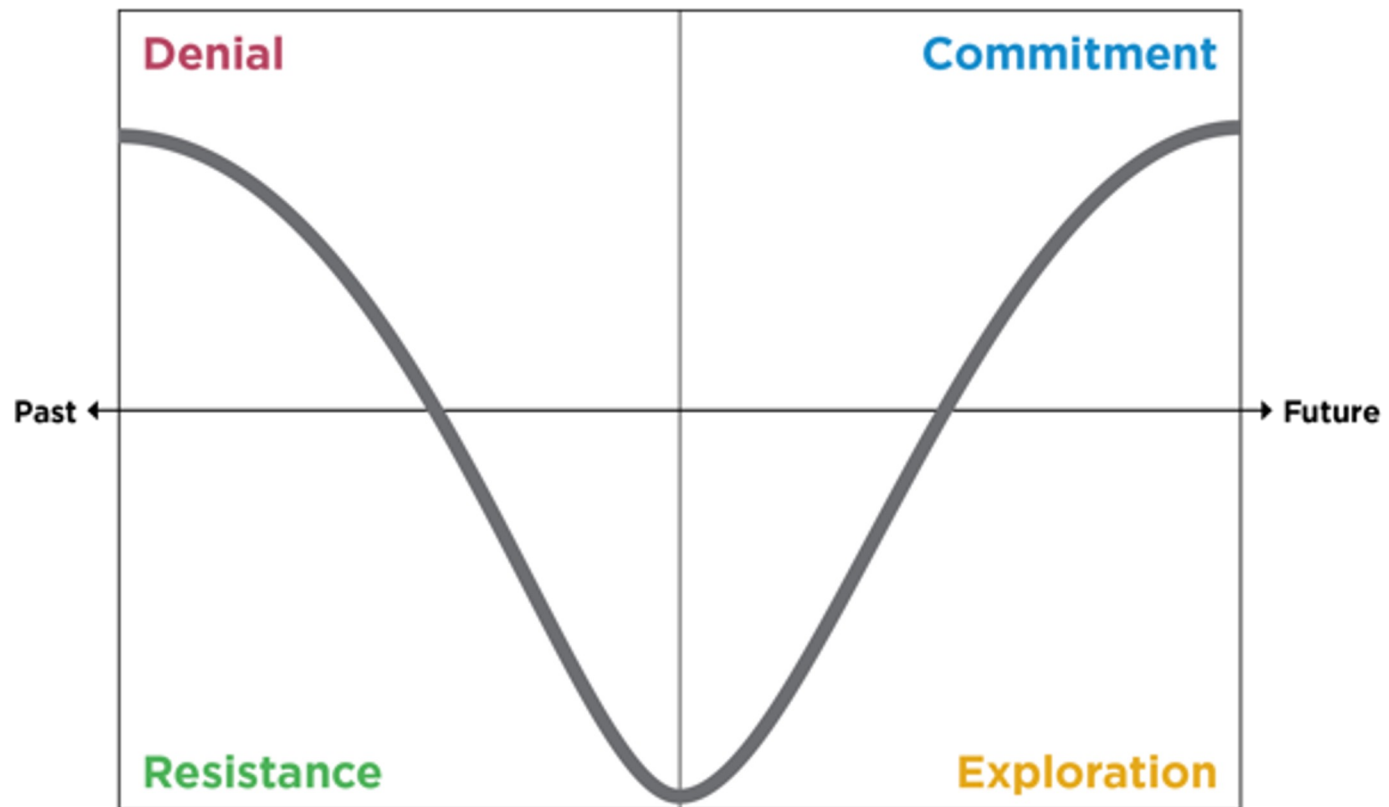
"I don't know; can you help me figure this out? What do you think?"

"I am really struggling with this: how do you see things?"

Questions

What is change, really?

Change Curve



Reproduced with permission from HRDQ.

Why change readiness?

Change is ever present and remains a constant in our personal and professional lives.

With the emergence of Generative A.I., 24-hour news feeds, and other technologies, change is accelerating = feels overwhelming, buzzy and really uncomfortable

This assessment was developed by faculty at Purdue University (T.J. Jenney) to help **individuals understand how they react and respond to change**

Knowing you react/respond to change helps you deal with it better – you can anticipate and “predict” outcomes/consequences (earlier – brain science)

As a LEADER, you can anticipate and know **what actions, processes or communication** might be needed to help people move through the change they are experiencing

Assessment Details

- Old school
- Assesses seven traits of change-readiness – **Resourcefulness, Optimism, Adventurousness, Passion/Drive, Adaptability, Confidence and Tolerance for Ambiguity**
- First answer, best answer – no right or wrong way to answer the questions

Change-Readiness Assessment

Circle the number beside each statement that reflects how accurately the statement describes you.

Change-Readiness Scale: 1 = Not Like Me 6 = Exactly Like Me

prefer the familiar to the unknown	1 2 3 4 5 6
rarely second-guess myself	1 2 3 4 5 6
unlikely to change plans once they're set.....	1 2 3 4 5 6
don't wait for the day to get started	1 2 3 4 5 6
believe in not getting your hopes too high.....	1 2 3 4 5 6
when something's broken, I try to find a way to fix it.....	1 2 3 4 5 6
impatient when there are no clear answers.....	1 2 3 4 5 6
committed to establish routines and stay with them.....	1 2 3 4 5 6
make any situation work for me	1 2 3 4 5 6
when something important doesn't work out, it takes me time	1 2 3 4 5 6
hard time relaxing and doing nothing	1 2 3 4 5 6
when things can go wrong, it usually does	1 2 3 4 5 6
when stuck I'm inclined to improvise solutions	1 2 3 4 5 6

Calculating your total scores

each category as indicated below. Note that in some cases the
get the score for that trait.

Adaptability

3. 1
10. 2
17. 2
24. 2
31. 4

11 Total
24 35 - Total = Score
 $35 - 11 = 24$

Confidence

2. 4
9. 5
16. 5
23. 6
30. 4

24 Score

Tolerance for Ambiguity

7. 4
14. 4
21. 5
28. 3
35. 3

19 Total
16 35 - Total = Score
 $35 - 19 = 16$



- Discuss at your table
- Then, large group conversation...



How might you use
this information?

Take-Home Practice

Think of the audience you want to do this with...is it your

- Volunteers, staff?
- Boards?
- Committees?

What do you think this group will get out of this assessment?

How will you introduce this topic and the assessment?

How much time do you think you need?

How will you debrief it?

How will you use it after people take it?

What else?

The image features a central white circle with a thick light green border. Inside this circle, the text "Debrief..." is written in a white, sans-serif font. Surrounding the central circle are several abstract elements: a small orange circle on the left, a small white circle with a light green border in the top right, two white wavy lines on the left side, and a grid of small white dots in the bottom right. The entire composition is set against a solid black background.

Debrief...