

How to Shake Things Up and Make a Difference

All Hat and No Cattle...

All Style and No Substance

A Scarcity of Deep Thinking, Challenging, and Fresh Ideas

Teams that Think, Walk, and Talk Alike

CHANGE

Social change rarely starts at the top.

It starts when people get fed up and take responsibility for making a difference.

Change happens moment to moment, in every minute of every day.

Principles of Change Strategy

1. Disturb the system simultaneously all over the place.
2. Disturb the system in ways congruent with the kind of organization we want.
3. Invite participation, do not insist or force it.
4. Design many offerings so that people can choose how to participate.
5. Keep the strategy loose, improvisational, and experimental to learn along the way.
6. Go to fertile ground – offer help and support to people who want it; don't push ideas on people who are not receptive.
7. It doesn't take 100% of the organization to change a system.
8. Let go of outcomes.

Change Happens in the DOING; not the Talking

***Each of us is either an agent of change or
an agent in the status quo.***

What are you going to do now?

Work from big ideas.

Our deepest fear is not that we are inadequate,

Our deepest fear is that we are powerful beyond measure.

It is our light, not our darkness that most frightens us.

We ask ourselves, who am I to be brilliant, gorgeous, talented, and fabulous?

Actually, who are you not to be?

You are a child of God.

Your playing small doesn't change the world.

There is nothing enlightened about shrinking so that other people won't feel insecure around you.

We are born to make manifest the glory of God that is within us.

It's not just in some of us. It's in everyone.

And as we let our own light shine,

We unconsciously give other people

Permission to do the same.

As we are liberated from our own fear,

Our presence automatically liberates others.

Nelson Mandella
1994 Inaugural Address

What is your FUTURE NOW?

Create in the moment
the world you want forever.

With whom will you plan disturbances?

Good communications cause
conversations, and conversations disturb
the system.

HERE

Don't worry about a little chaos. Create
environments were all learners can learn.

AT HOME