

# TRANSFORMATIONAL CHANGE IN 7 STEPS

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All transformational change starts with disruption. What could be a greater disruption than a worldwide pandemic that results in a halt to a growing economy? This provides a great opportunity to leverage your unique leadership signature to grow and make transformational change. As we begin to rebuild and move beyond this disruption, transformation will be vital to your success as a leader.

I want to give you this simple tool to use in the coming weeks and months in order help you gain clarity, confidence, and transformational change as we come out of this storm.

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# Disruption



**1. What is the most pressing problem in front of you? Be as descriptive as possible. Is it internal or external? Is it people oriented or systems oriented? Individual leadership issue or team issue?**

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Disruption



Awareness



Vision



Strategy



Action



Resistance



Transformation

- 1. Who are you? List it all: passions, gifts, personality, strengths, weaknesses, values, culture, etc.**

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- 2. What is your greatest barrier to transformational change?**

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Disruption



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Transformation

Don't overwhelm yourself with a "change the world" statement.  
What is realistically achievable?

- 1. What end result do you want to achieve in the next 3 months? Describe how this transformational change impacts those you lead and serve.**

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- 2. What is your "rallying cry"?** *"I will be a leader that models hope and helps our team see new possibilities." "Our team will unite and serve our clients by providing one new product that meets new needs." "The team will move from being a group of individual professionals to a team that collaborates and values each other."*

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**Disruption****Awareness****Vision****Strategy****Action****Resistance****Transformation**

**1. What are the steps towards making your vision a reality? Describe it in phases.**

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**2. Who do you need to collaborate with?**

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# 5

# Action

Disruption



Awareness



Vision



Strategy



Action



Resistance



Transformation

**1. What are your “To Do’s”? It is time to detail the steps. What tasks need to be done, by when, by who? Align these details with your Strategic Phases.**

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**Disruption**



**Awareness**



**Vision**



**Strategy**



**Action**



**Resistance**



**Transformation**

All Transformational Change will trigger resistance in yourself, those close to you, your organization, or clients. You need to anticipate the resistance and be prepared to lead through it or adjust your strategy.

### 1. What is the resistance?

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### 2. Do you need to rework your strategy or lead others through it?

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**Disruption**



**Awareness**



**Vision**



**Strategy**



**Action**



**Resistance**



**Transformation**

**1. What will you do to celebrate your transformational change?**

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