

# Navigating Change

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[childrensministryonline.com/navigatechange](http://childrensministryonline.com/navigatechange)

## Thoughts on Change

“Life is a series of natural and spontaneous changes. Don't resist them; that only creates sorrow. Let reality be reality. Let things flow naturally forward in whatever way they like.”

— Lao Tzu

“The snake which cannot cast its skin has to die. As well the minds which are prevented from changing their opinions; they cease to be mind.”

— Friedrich Nietzsche

“Certain things, they should stay the way they are. You ought to be able to stick them in one of those big glass cases and just leave them alone.”

— J.D. Salinger, *The Catcher in the Rye*

“Destiny is not a matter of chance; it is a matter of choice. It is not a thing to be waited for, it is a thing to be achieved.”

— William Jennings Bryan

## Change Personality Types

[The change agent](#)

[The reluctant advocate](#)

[The passive compliant](#)

[The resistant](#)

## **Steps for Leading Change**

Create urgency

Build your team/identify your champions

Identify risks/remove obstacles

Vision - tell stories

Plan the change

Execute

Make it last

## Switch Principles

Direct the Rider

Motivate the Elephant

Shape the Path

## Change Plan

- How will you create urgency and a common desire for change ?
- What process will you go through to build your team and identify your champions? You don't need to identify the people right now since your table doesn't know your church, but plan out where and how you will find your team and champions.
- Brainstorm potential risks. What obstacles are there likely to be in this type of change?
- Create a short vision statement for this change. What is your 15 second elevator speech. Script out a template right now. What stories need to be told? Where will you find great stories that support and communicate the vision?
- Put the changes on a timeline. What needs to happen first, what needs to happen next and so on. Who needs to own what? How long does each action need to last? Provide as much clarity as possible.
- Execute - Just do it.
- What needs to be done in the weeks and months following the change to make it last and continue to be successful?

Don't forget

- How are you directing the rider?
- How are you motivating the elephant?
- How are you shaping the path?

**Additional Notes:**