

Michigan Leadership Institute

Promoting Leadership throughout Child Serving Agencies

Lansing Center
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Leadership and Change Management in Systems Change: An Institute for Leaders in Agencies Providing Services and Supports to Youth and Families

Addressing challenges in times of turbulent economic downturns, changing demographics, and shifts in how services are provided calls for leadership that continues to embrace the ethics, values and principles of inter-agency collaboration, youth, family, and community partnerships, and cultural and linguistic competence. In these challenging times we need leaders who show competency in fostering system change. The role of the leader in times of change requires each of us to develop the knowledge, skills and tools to be able to differentiate between technical and adaptive challenges and employ strategies to shift values, attitudes, beliefs, and behaviors among individuals and systems to support the changes we seek. We as leaders need to stimulate change, manage change, and celebrate change in this complex environment. This Institute will discuss eight steps in the change process articulated by Cohen and Kotter in the *Heart of Change*. Each step requires shifts in our own leadership practices. As we incorporate these shifts we will more effectively influence both individual and systemic behavior change and implement a vision for children and families that up to now has only been a dream.

In this Institute participants will be able to:

1. Identify the difference between leadership, authority and management
2. Identify adaptive work (that requires shifts in values, attitudes, beliefs and behaviors)
3. Develop skills to support their new roles as change agents
4. Enumerate and distinguish the eight steps of the change management process from developing a sense of urgency to communicating for buy-in to keeping the change going
5. Develop skills to identify and move beyond resistance with strategies to shift behaviors

Facilitated by:

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