

Leading Through Change

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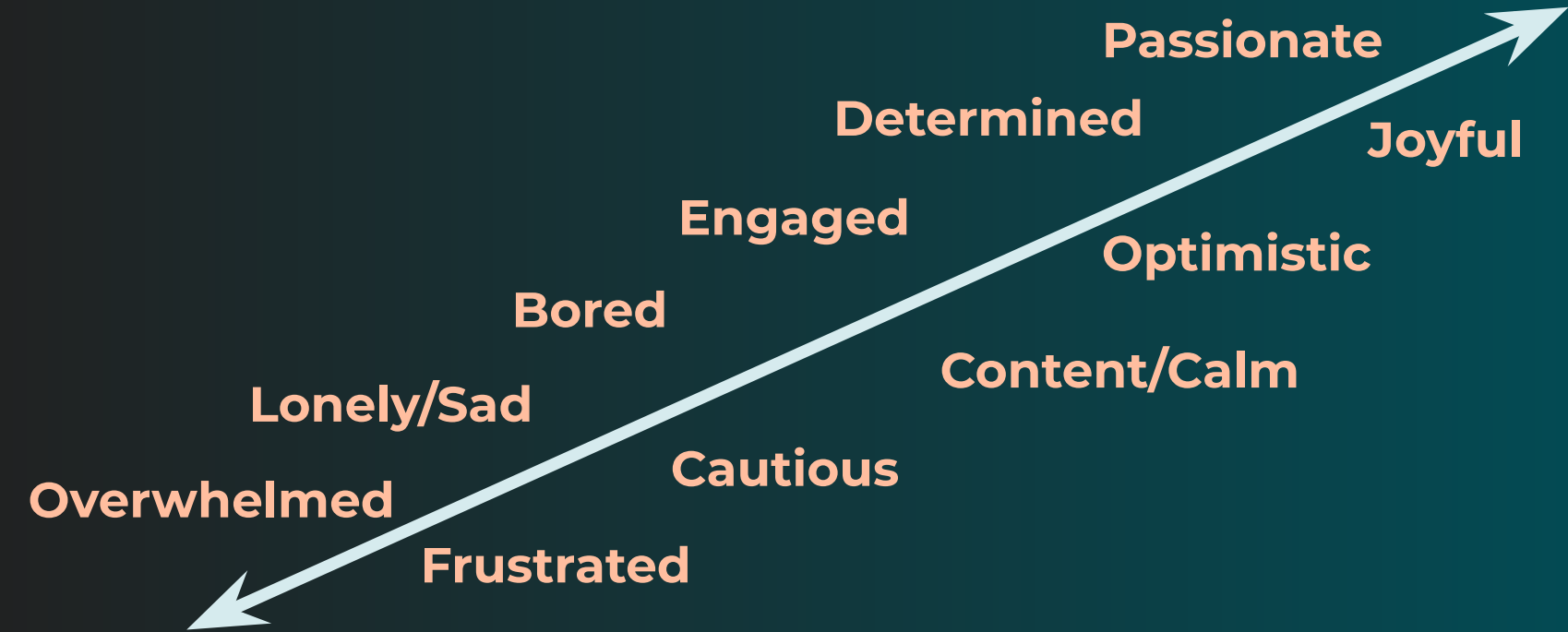


What are the keys to activating next-level performance for leaders, teams, and organizations right now?

InspireCorps Inspiration Strategy



INSPIRATION



BURNOUT



POLL

Please indicate where your team is currently working:

- Full time on campus
- Part time on campus
- Full time virtual
- Both on campus and remote

U-Curve

Shock

- shocked
- frustrated
- thrown off

Inspiration

- confidence
- ownership
- solution focused

Resistance

- angry
- fault finding
- bargaining

Curiosity

- explore
- hope
- create

Acceptance

- acceptance
- honesty
- openness



MOVING THROUGH THE U



General Insights

moving + leading through the U



Heart vs. Head

- Feel vs. think

Obstacles to change

- Ourselves
- Other People
- Logistics

Implement + Sustain Change

- Focus on short term wins
- Notice what habits to stop
- Focus on possibility

Shock

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- frustrated
- thrown off

MOVING THROUGH SHOCK

- Transparency + over communication
- Time + space to process
- Patience



HEAD VS. HEART

Moving through "shock"

Adapted from the work of John Kotter, 2012

THINK > ANALYZE > CHANGE

is less effective than

SEE > FEEL > CHANGE



Coaching through Shock

Observe and Empathize:

- *What questions do you have, what information do you need?*
- *What do you need now?*
- *How can I support you?*



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MOVING THROUGH RESISTANCE AND ACCEPTANCE

- Empathy
- Information + guidance
- Purpose + new vision



POLL

What is your greatest obstacle to moving through the u-curve? (Select all that apply)

- Ourselves
- Other people
- Logistics

OBSTACLES TO CHANGE

Moving through resistance and
acceptance

Ourselves

It's natural to resist change. It's unnatural NOT to.

Other people

Individuals who are struggling.

Logistics

Existing processes and structures need to be dismantled and reconstructed. Our work takes more effort and emotions management.



Coaching through Resistance and Acceptance

Reflect and Shift

- *What is the impact of this change on you, what do you need to manage this?*
- *What is hardest for you lately?*
- *What do think will important to let go of in order for us to move through this?*



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MOVING THROUGH CURIOSITY AND INSPIRATION

- Activating autonomy + strengths
- Activate creative job crafting
- Focus on new strategies, goals, wins



Chatbox

What helps you find hope and confidence during change?

IMPLEMENT + SUSTAIN CHANGE

Moving through curiosity and
inspiration

Focus on Short Term Wins

- Look for them
- Generate them
- Celebrate them

Start new/ Let go

- Revisit and communicate new structures
- Notice which habits to stop

Focus on Possibility

- Ask yourself what could be
- Create a new vision for success



Coaching through Curiosity and Inspiration

Explore and Act

- *What possibilities have you explored in this change?*
- *What do you hope for though this change?*
- *Where do you imagine we could be a year from now?*



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LEADING IN THE U

- Use your strength and the strengths of others.
- Know the U is non-linear.
- Everyone has their own individual needs.
- Transparency and meeting people where they are on the U.
- Framing in terms of autonomy and choice.





3D Leadership

Chatbox

What parts were most important for you moving yourself and moving your team?

Leader Lab

In leading change over the last year...

- What leadership strengths did you activate? What did you do that worked?
- Given what you've learned, what's going to work best as you begin to prepare leading people again?
- In light of these U-curve insights, where might you choose to lead more?



Breakout Rooms (8 Minutes)

Groups of 3-4 People

- **Download worksheets in the chat.**
- **Assign 1 person as the leader to report back to the group**
- **Share what worked well and what challenges/opportunities you have now.**



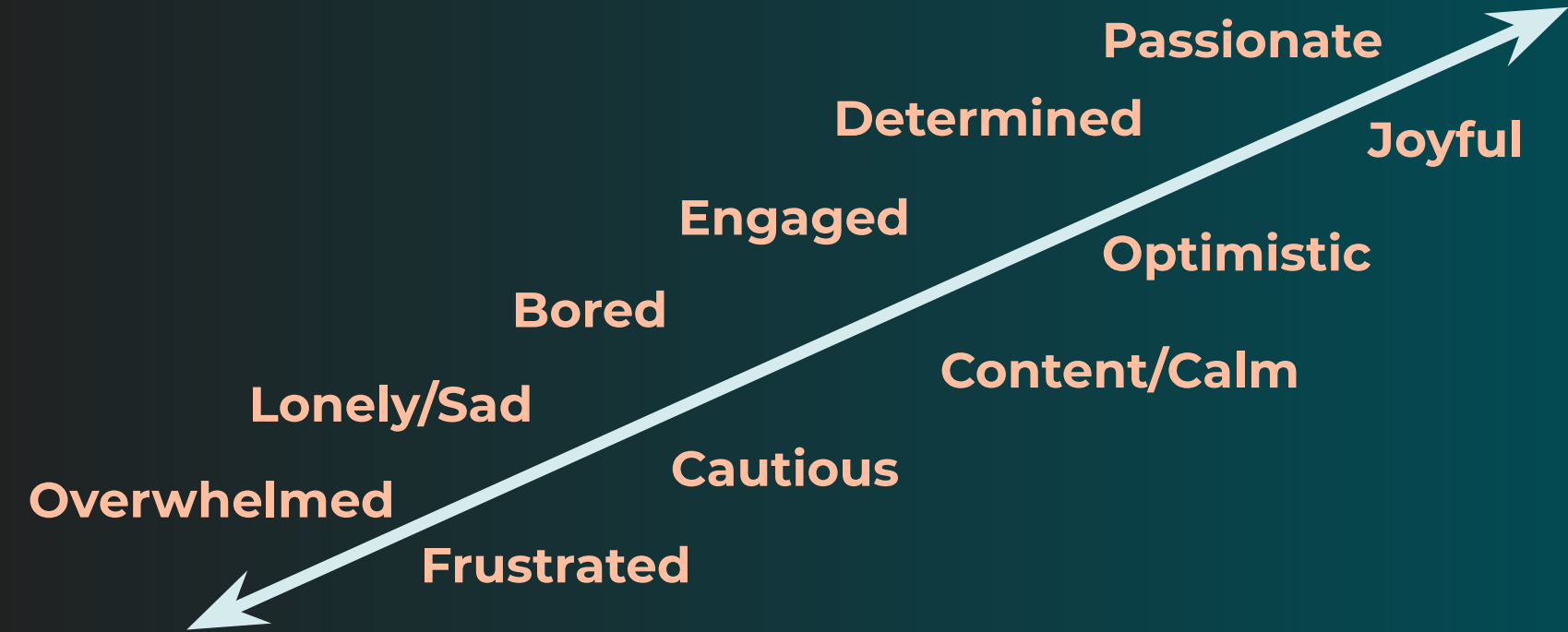
Group Debrief

Report Out



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INSPIRATION



BURNOUT



POSSIBILITY

INVINCIBILITY

**Spark of
Inspiration
SUSTAINABLE
INSPIRATION™**

**INTENTIONAL
PRACTICE**



Best Practices on the Ground



1. Structure/Routine/Accountability

- Articulating and time blocking priorities
- Set clear goals and accountability

2. Managing Energy + Emotions

- Use daily stress-management resets/strategies

3. Trust

- Transparency + Flexibility + Vulnerability
- Check in and coach others through U-Curve

4. Mindset is Everything

- “A leader’s first job is to inspire self.”
- Notice and celebrate small wins and progress

5. Creating Agency

- What can you control/impact?
- Let go of what you can’t control

Q&A





**“Hope is the bird who feels the light
and sings while the dawn is still dark.”**

Rabindranath Tagore



Join us on June 10th!

Deliberately Designing + Communicating Work Plans

*Come prepared w/ access to your calendars





THANK YOU!

Connect with us!

[@INSPIRECORPSCO](#)

