

Leading and Managing Change with Resiliency and Optimism

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Session Objectives

- Identify the qualities of resiliency
- Define realistic optimism
- Identify realistic optimism strategies that are important for leadership
- Determine successful strategies for surviving and enduring change

How to survive?

RELENTLESS CHANGE
CHALLENGES
INCREASING EXPECTATIONS
ECONOMIC UNCERTAINTY
UNPREDICTABLE CHANGE
LIMITED RESOURCES
CHANGING ROLES, VALUES, & CULTURES

Resilience Qualities

- Overcome past misfortunes
- Steer through everyday challenges
- Pick ourselves up and move on when events take us off course
- Reach out to new experiences and challenges as you move towards your potential

Realistic Optimism

A belief that things can change for the better and that you can control the direction of your life.



Realistic Optimism and Leadership

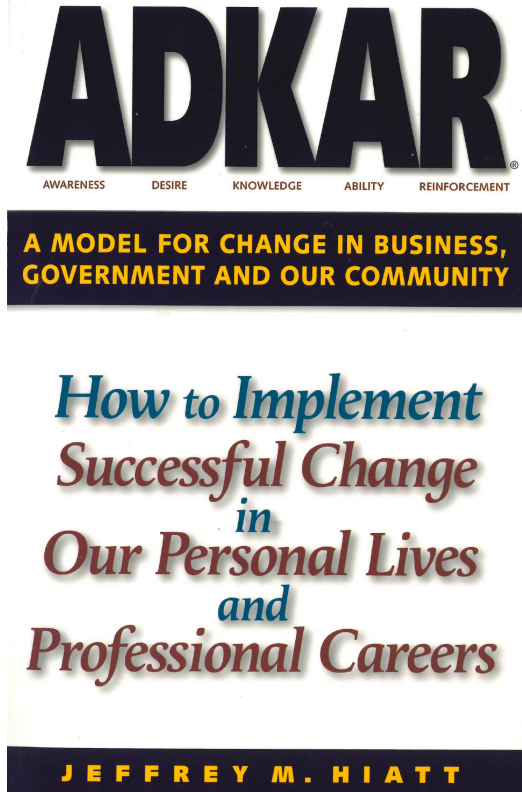
- Important trait of a leader
 - Goal setting; grounding your vision and objectives; stay balanced and focused
 - Ability to inspire a team to accomplish work and successes
 - Balances passion for driving teams and accomplishing exceptional results
- Associated with coping and stress
- Open doors of opportunity

Leadership Perspective: Issues and Challenges

- Change evoked
- Reactive emotions- anger, fear, uncertainty
- Barriers
 - Loss of power
 - Overburdened
 - Lack of awareness
 - Lack of skills
 - Fear



Embracing Change



- It is coming no matter how hard you try to prevent!
- Takes a skill set and tools to navigate
- Utilize a Change Management Model

5 Tips for Survival



P = Purpose

I = Innovation

V = Vigilance

O = Opportunity

T = Transformative

 Essential to attain a thriving and sustainable future!

Lessons Learned

- Be **POSITIVE**
- Evaluate challenges & plan actionable steps to overcome
- Expect the unexpected
- Don't get too attached to unpleasant events
- Make a lasting impression in someone else's life



“Expect Change. Analyze the landscape. Take the opportunities. Stop being the chess piece; become the player. It’s your move.” –Tony Robbins

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QUESTIONS?

THANK YOU!