

Leading Through Change

Strategies for Transitions and Reinvention

Christine Williams, PCC, CRP

“Reinvention is not starting over; it’s evolving into your next version.”



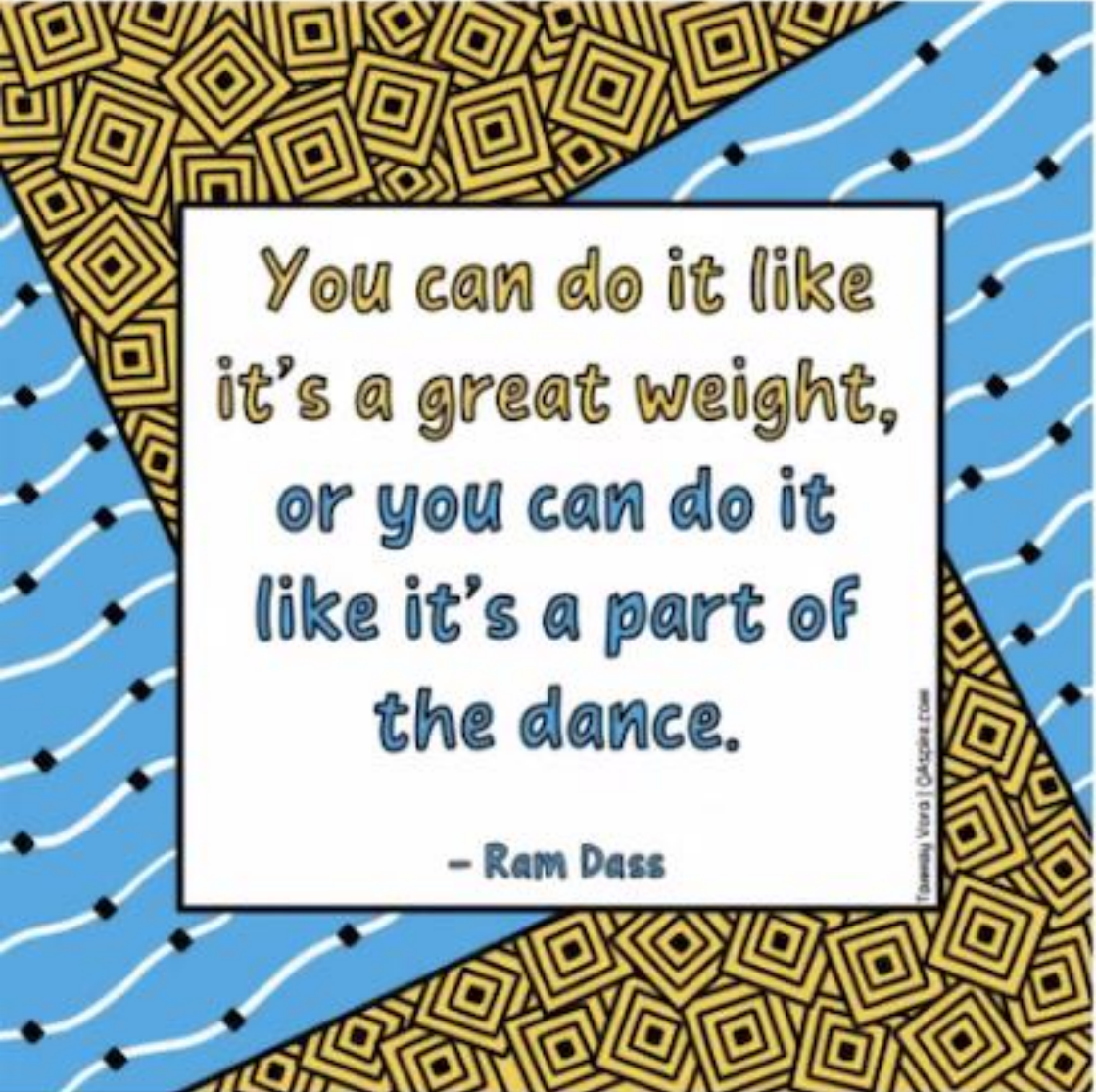
What is Reinvention?

Not This ...

- ✗ Starting over
- ✗ A one-time event
- ✗ Quick or easy
- ✗ Crisis management

But This ...

- ✓ Building on your experiences and lessons learned
- ✓ An ongoing process of growth
- ✓ Courageous, purposeful, and worth the effort
- ✓ Proactive, intentional growth toward a desired future



You can do it like
it's a great weight,
or you can do it
like it's a part of
the dance.

– Ram Dass



The cave you fear to enter holds
the treasure you seek

- Joseph Campbell

01

Step one is to list all fears in one big list — which allows us to become aware of what we are feeling and why. Often, people are not able to fully vocalize the nature of their fear, so you have to prompt them to expand on the potential impact of the realization of the risks they are afraid of.

Our job is not to judge the fears — but simply record them. We might notice that we are afraid of only a few things, but keep giving our fears different names, which creates an illusion that there are more things to be afraid of.

And if your team is not reacting to the word “fear” in the most productive way, use the words “threats”, “risks”, or “challenges” instead.

FEARS: “I am afraid of...”**IMPACT: “If my fear materializes, it will lead to...”**

02

Step two is to sort out all the fears we identified into **3 buckets**: things we can **directly** control, things we can influence at least **partially**, and things that completely **outside** of our control. For example, we might be able to impact the mood of the crew or fix the sails – but cannot impact the wind.

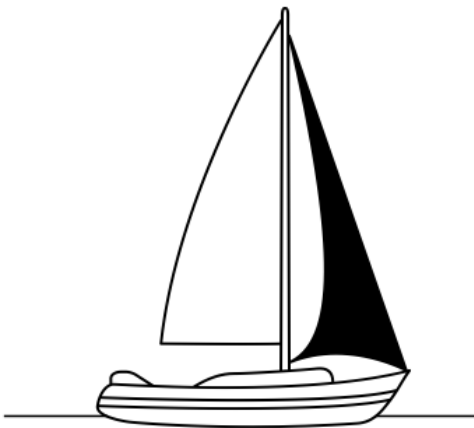
This might entice some honest conversations of what we can and cannot control - so go with it. At the end of the sorting, everyone who is participating needs to commit to 80-20 rule – spending 80% of energy on things inside the blue and red circles.

Tip: it might be helpful to number the ideas on the previous page and place the numbers on this grid

**What is outside
of our control?**

**What can
we influence?**









**What
can we
directly
control?**



03

Step three is to agree on concrete actions to be taken that are within our control or influence. What should be done? Who is leading, who is participating? By when should it be done?

This is the time to focus the energy on something concrete we can directly control or influence - and help everyone to use fear productively.

WHAT	WHO	BY WHEN
		
		
		

“Fear is a compass pointing you toward growth.”



What's one small step towards reinvention you will commit to this month?

THANK YOU!

If you would like to learn more about
Reinvention and Leadership Coaching

Christine Williams, PCC, CRP

