



### **The Dynamics of Leading Change**

**By: Michael Levey, Mid-Atlantic Region**

#### **Change is inevitable.**

The seasons have changed, and many ARMA chapters will be electing new board officers and committee members this spring. New leadership brings new opportunities and challenges for our chapters and our organization. The prospect of change, though, can be intimidating. No one likes change; we all prefer our comfort zones. This is because change can affect our productivity. We often worry and speculate about how real or perceived changes will affect our careers, our personal lives, and our relationships.

As leaders, the difference between a success and failure is the process we employ to implement change. Embracing change with a positive attitude will foster growth and improve our chapters' overall success.

#### **Change takes hard work, time, dedication, and a plan!**

Don't make changes just for change's sake. The first step for success is to have a vision and understand the end goal. Identify the areas for change and develop a plan for making those changes.

#### **Share your vision with your team.**

It's imperative for leaders to communicate their vision to build consensus. Be prepared to explain the impact of the changes you wish to implement and the results you expect to achieve. Keep everyone informed of developments and remind them of the end goal(s). You can create "buy-in" by keeping the lines of communication open and involving members in the change process.

#### **Leaders cannot implement change alone.**

Lead by example. If you want the change to occur, you need to model it. Engage your team. Delegate tasks to key players, who will, in turn, encourage those who are not eager or are un-willing to embrace the change.

#### **Assign the proper resources to allow your ideas to blossom and bear fruit.**

Hold your team accountable for implementing changes, but be certain to equip them with the proper tools and authority for attaining the goal(s). Needed resources will include time, talent, money, and things in other forms. Remember to measure and communicate results often to evidence that your vision and strategy are the right ones.