



Embracing the Challenges of Change

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Culture is key

- Build relationships first.
- Take time to learn (and love) the landscape.
- Be respectful of the past.



Components of Complex Change Management



Vision

- Is the purpose for change **clear** and **meaningful**?
- Is leadership **competent** and **credible**?



Skills

- Are people **prepared** and **ready**—
spiritually, emotionally, and
technically—for change?



Incentives

- How will the change be an improvement to the community as a whole **and** to its individual members?



Resources

- Will the community have what's needed to successfully **implement** and **sustain** change (spiritual and professional formation, finances, facilities, human resources, leadership support, etc.?)



Action Plan

- What is the “**road map**” for change?
- How will the community be participating in the **development, implementation,** and ongoing **evaluation** of that plan?

Managing Complex Change

VISION + **SKILLS** + **INCENTIVES** + **RESOURCES** + **ACTION PLAN** = **CHANGE**

SKILLS + **INCENTIVES** + **RESOURCES** + **ACTION PLAN** = **CONFUSION**

VISION + **INCENTIVES** + **RESOURCES** + **ACTION PLAN** = **ANXIETY**

VISION + **SKILLS** + **RESOURCES** + **ACTION PLAN** = **RESISTANCE**

VISION + **SKILLS** + **INCENTIVES** + **ACTION PLAN** = **FRUSTRATION**

VISION + **SKILLS** + **INCENTIVES** + **RESOURCES** = **TREADMILL**



Embracing Change

- As a gift for **growth**.
- As a duty for **legacy**.
- As a sacrifice of **praise**.