

Parish Councils Congress

November 19, 2022



#### **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

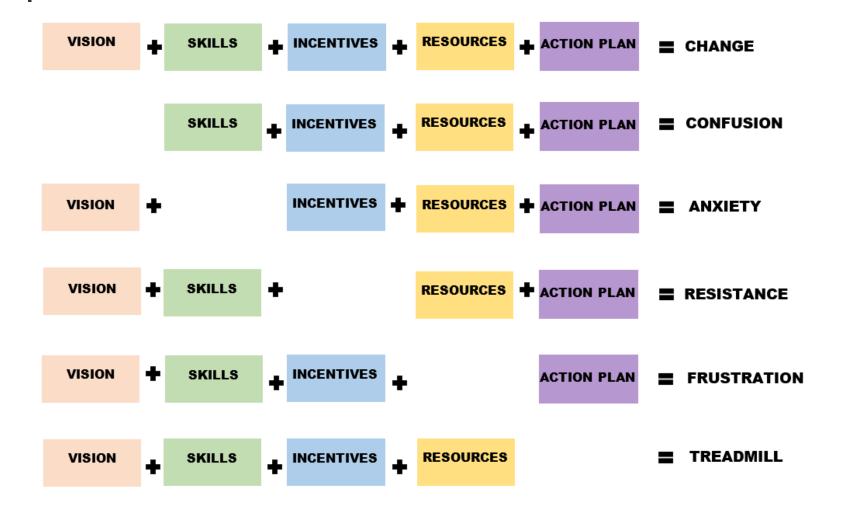
Will the community have what's needed to successfully **implement** and sustain change (spiritual and professional formation, finances, facilities, human resources, leadership support, etc.?)



#### **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





#### **Embracing Change**

As a gift for growth.

As a duty for legacy.

As a sacrifice of praise.