

# Embracing the Challenges of Change

*Parish Councils Congress*

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Kathleen A. Cepelka

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## Culture is key

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

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## Components of Complex Change Management

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 **Vision**

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

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 **Skills**

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

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 **Incentives**

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

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## 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.?)

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## 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?

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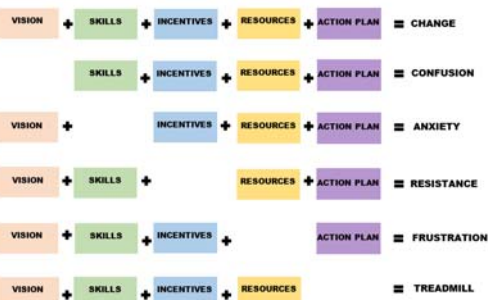
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## Managing Complex Change



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## Embracing Change

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

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