

BCHIMPS 2019 Annual Fall Education Symposium

Leading Change From Within

October 25, 2019

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Learning Objectives

- Understand the common barriers to change
- Strengthen confidence, personal power and courage to make a positive difference
- Create strategies to build personal and team resilience
- Learn how to be an influential Champion of Change











Why does it matter?



Why It Matters

There are three reasons why...the arrival of a Fourth [Industrial Revolution is a]...distinct one: velocity, scope, and systems impact. The speed of current breakthroughs has no historical precedent. When compared with previous industrial revolutions, the Fourth is evolving at an exponential rather than a linear pace.

– World Economic Forum



Why It Matters

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– World Economic Forum



Why It Matters

The number of mobile phone users in the world is expected to pass the five billion mark by 2019. In 2013, it was 4.01 billion, averaging 160 million new users per year.

– Statista



Why It Matters

One in five Canadians experience some level of loneliness or isolation. Loneliness and weak social connections are associated with a reduction in lifespan similar to that caused by smoking 15 cigarettes a day and even greater than that associated with obesity.

– Statistic Canada



Why It Matters

74% employees are experiencing an energy crisis.

– The Energy Project



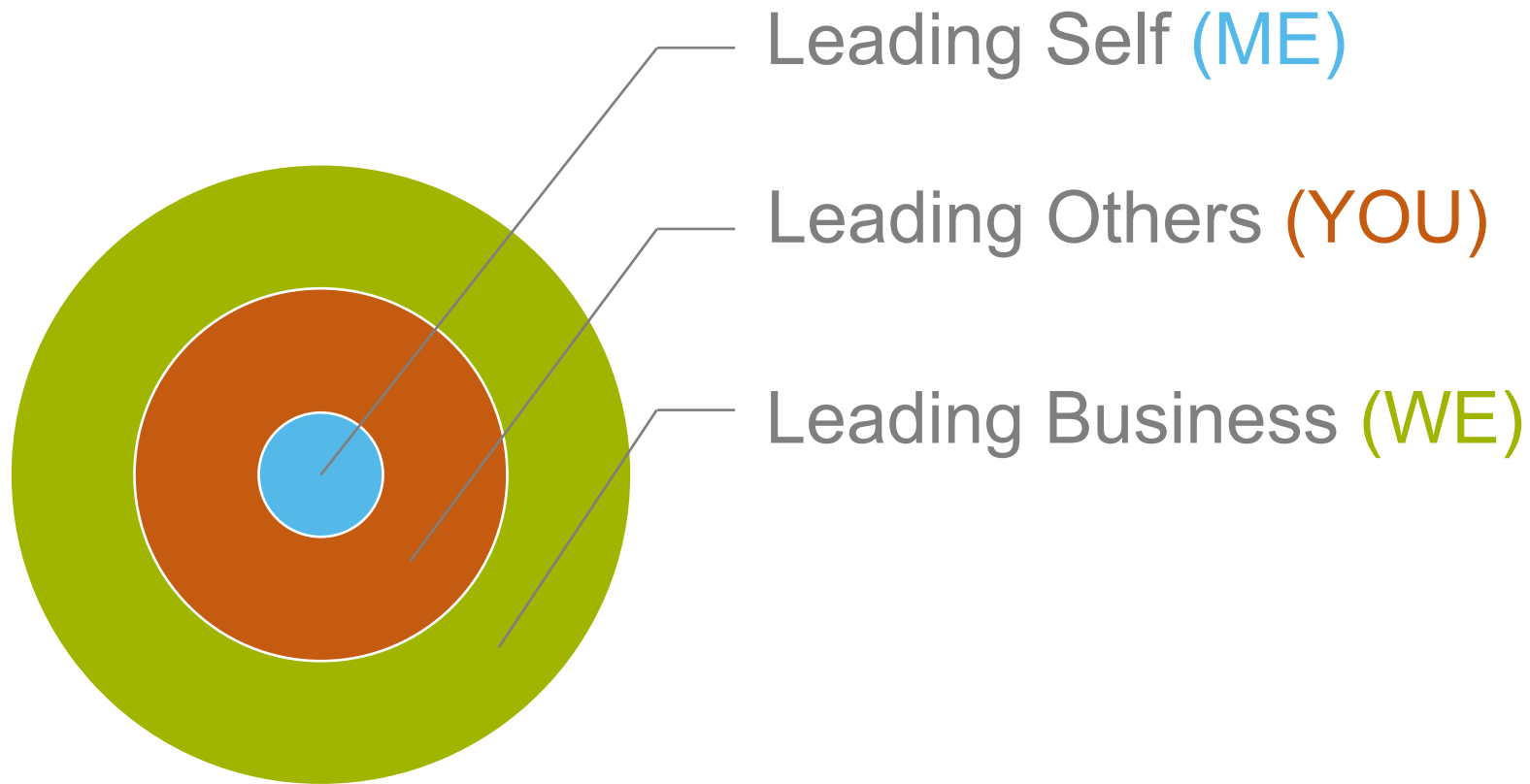
Why It Matters

Toxic workplaces are the 5th leading cause of death.

– Stanford Research by Dr. Jeffrey Pfeffer, Author of
Dying for a Paycheck



3 Leadership Dimensions





Fear

Unconscious Bias

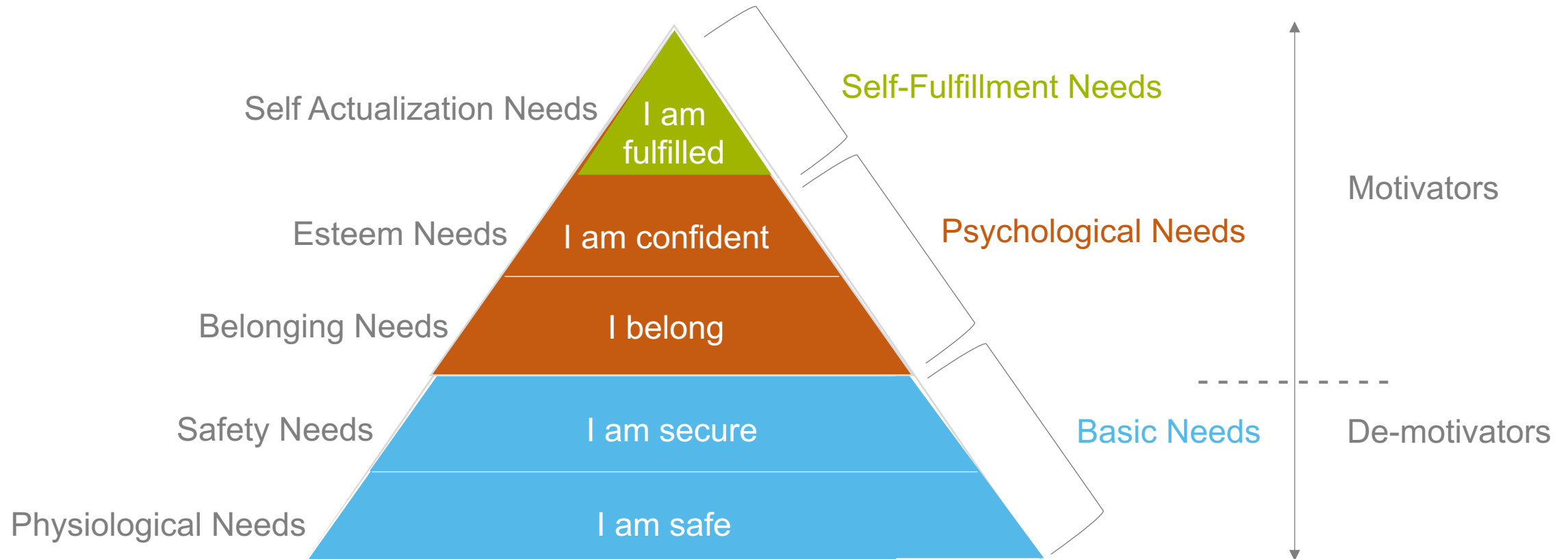
Human Needs



Hurdle #1: Human Needs



Maslow's Human Needs



Hurdle #2: Unconscious Bias





What is bias?



Conscious vs
Unconscious Bias



Bias is how we treat others, whether
favourably or negatively.



Conscious bias is to be aware,
intentional and responsive.

Unconscious bias refers to being
unaware or performing something
without realizing.





Hurdle #3: Fear



Uncertainty

Success

Failure

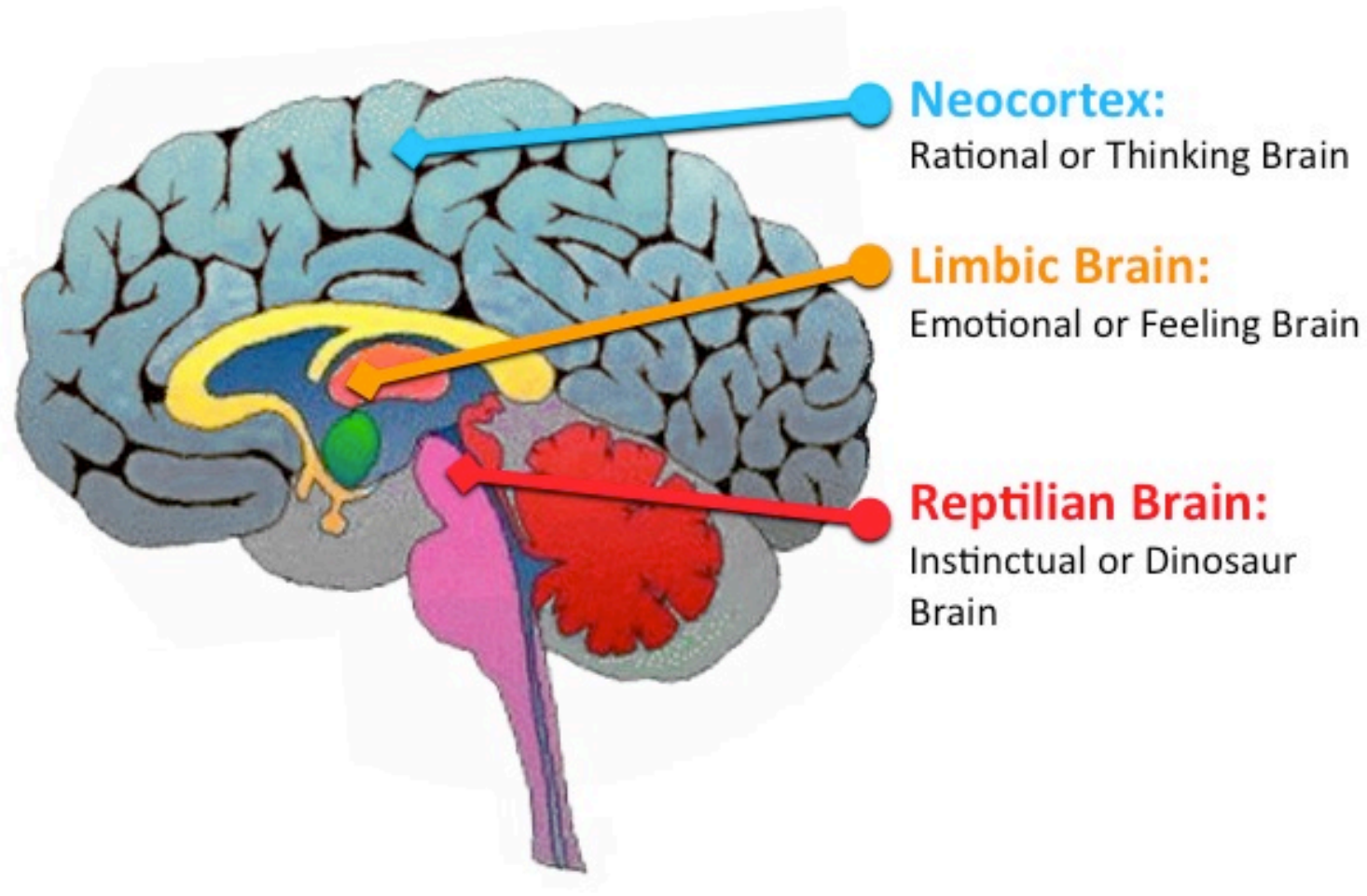
FOMO

Judgment

Rejection



How the Brain Works







Cortisol



“a stress hormone; interferes with learning and memory, lower immune function and bone density, increase weight gain, blood pressure, cholesterol, heart disease”

– Psychology Today



“a stress hormone; increases risk for depression, mental illness, and lower life expectancy; decreases resilience”

– Psychology Today



So, what now?

**CHANGES
AHEAD**







What are core values?



innate

guidepost

principles

compass

behaviors / actions

who we are

non-negotiable

aspirational

choices

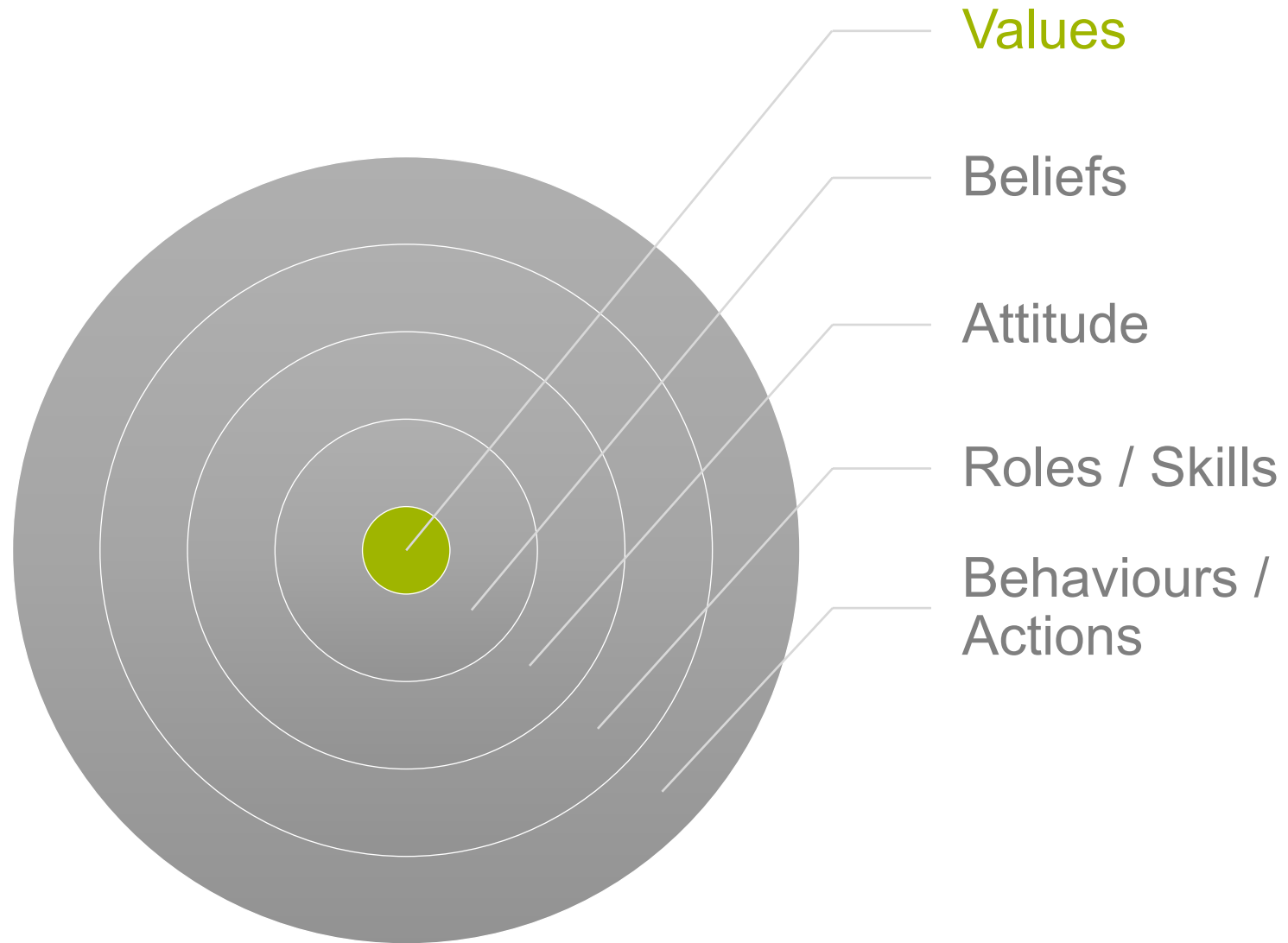
alignment

consistency

decision-making

motivational







Rediscover Your Core



Values Discovery

1. Designate Partner A and Partner B.
2. Partner A will go first.
3. Partner A will answer two questions from SPARK Values Cards, 60 seconds per question. Partner B will actively listen for values words and themes.
4. Partner B shares words to Partner A and then writes one word on Rediscover Your Core Reflection Card. Partner A can add words as well.
5. Then switch roles.
6. Each person will have a minimum of 6 words.



A woman with a backpack is hiking on a rocky trail. She is wearing a pink tank top and dark shorts. The background features a vast, forested mountain range under a clear blue sky with some lens flare. Pine branches are visible in the foreground.

Declaring Personal Core Values



CHANGE



5 TIPS

1. Check in daily with yourself.



How am I feeling today?



5 TIPS

1. Check in daily with yourself.
2. Reflect and learn from your past change experiences.





Leading Change From Within

HOW DO YOU RESPOND TO CHANGE?
Reflect on a recent change you experienced at work or in life and enter the details below.

Rate your flexibility to the change by circling one of the words on this spectrum.

Focused * Firm * Adaptable * Accommodating * Welcomes Change



WHAT MATTERS MOST TO YOU IN YOUR LIFE?

List your personal core values.

How did this recent change align or misalign with your core values?



BARRIERS TO CHANGE

*Which of the human needs did you satisfy?
What unconscious bias - assumptions or beliefs - came up for you?
What fears did you experience?*



DEFINE YOUR STRENGTHS
What are you good at? What value do you bring?

*How did you use your strengths during this recent change?
What did it take for you to push through the fears and make the change?*

KEY LEARNINGS

*What is your key learning from this experience?
What did you learn about yourself?
What would you do differently next time?*



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INSPIRED ACTION

What is one thing you can do to apply the learning from this recent change?

Which of your personal core values will you strengthen for this inspired action?

When will you start? Who will be your accountability partner? How will you share your progress with your accountability partner? email / phone / meeting / text



How do you respond to change?

Reflect on a recent change.

1. How did the recent change align or misalign with your core values?
2. Which of the Maslow's Human Needs did you satisfy?
3. What unconscious bias - assumptions or beliefs – came up for you?
4. What fears did you experience?
5. How did you use your strengths during this recent change? What did it take for you to push through the fears and make the change?
6. What is your key learning from this experience? What did you learn about yourself? What would you do differently next time?



Flexibility






The willingness to accommodate the thoughts and actions of others



5 TIPS

1. Check in daily with yourself.
2. Reflect and learn from your past change experiences.
3. Learn more about yourself.



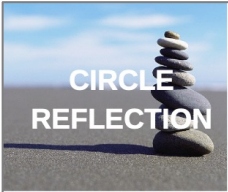

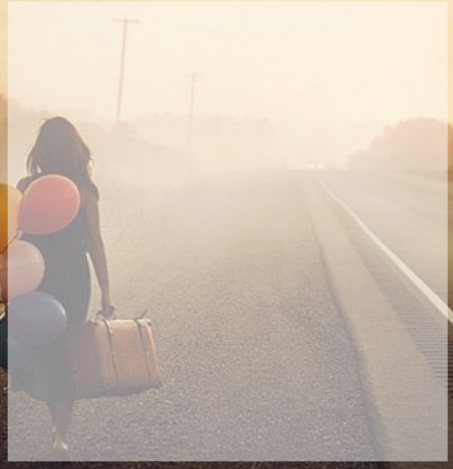
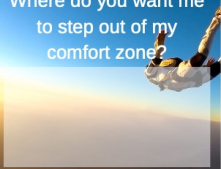
 <p>LEADERSHIP PROFILE</p>	<p>Life Purpose (My Why)</p>	<p>Education & Training</p>
<p>Core Values (What matters most to me)</p>	<p>Superpowers (My Strengths)</p>	<p>Ways I stay in FLOW</p> 
		<p>Communication & Connection Style</p>
<p>Proudest Moments & Successes</p>	<p>Growth Areas</p>	<p>Dream Canvas (My Bucket List)</p> 
	<p>Passions & Interests</p> 	
	<p>How I give back</p>	
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5 TIPS

1. Check in daily with yourself.
2. Reflect and learn from your past change experiences.
3. Learn more about yourself.
4. Gather feedback from others.



 <p>CIRCLE REFLECTION</p>	<p>Name and Date of Circle Reflection</p>	<p>What are my superpowers?</p>	<p>What makes me smile and laugh?</p>
<p>When do you see me at my best? (list activities and experiences)</p>			<p>When am I most creative?</p> 
<p>What are my core values?</p>	<p>When do you see me hold back?</p>	<p>What is your dream for me? (1, 3, 5 years)</p> 	<p>Where do you want me to step out of my comfort zone?</p> 
	<p>What will be my legacy?</p>		

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5 TIPS

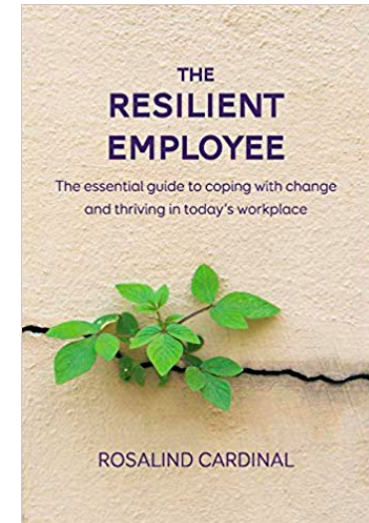
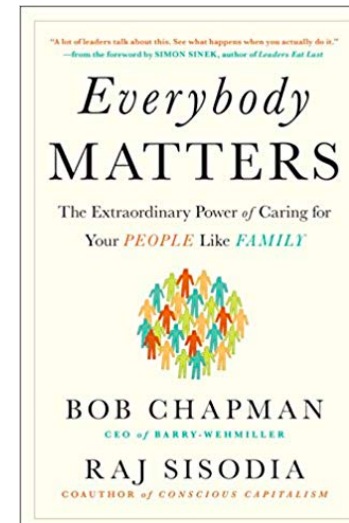
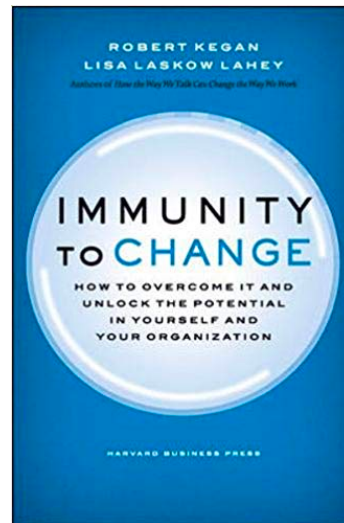
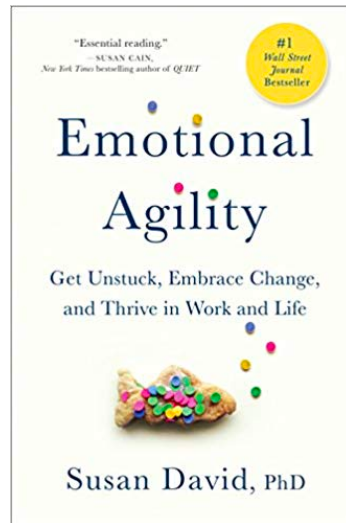
1. Check in daily with yourself.
2. Reflect and learn from your past change experiences.
3. Learn more about yourself.
4. Gather feedback from others.
5. Lead by example and be a Champion of Change.



Be a Champion of Change



Resources





SPARK Values Cards





Rediscover Your Core

VALUES / ENERGY WORDS

Write a minimum of 6 words.

VALUES	Are you living this value now? Y/N/S
1	
2	
3	





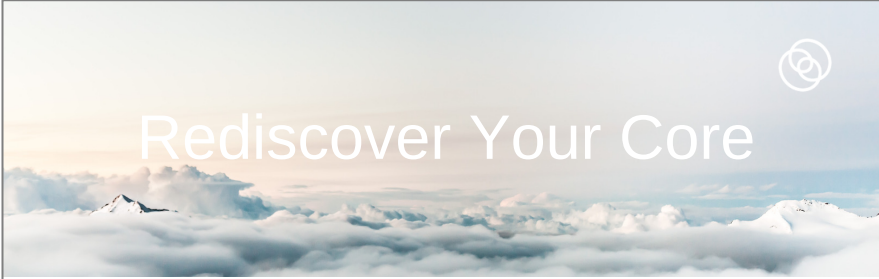
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INSPIRED ACTION

Which value will you strengthen in your life?

What will you do to strengthen this value?

When will you start? Who will be your accountability partner? How will you share your progress with your accountability partner? email / phone / meeting / text



Rediscover Your Core

Q1: What makes you smile?

Share your response below and include words to describe how you feel.

Q2: If you could have any superpower, what would it be and why?

Share your response below and include words to describe how you feel.

Q3: Describe one of your proudest moments in life and why.

Share your response below and include words to describe how you feel.



Level of Impact →

↑ Influence

	#FEELIT	#WORKIT	#LIVEIT
SELF	Define your values and strengths.	Reflect daily on how you are being a champion of change.	Come up with personal stories of change and share it.
TEAM	Guide and support team to define their values and strengths.	Co-define the role of a Champion of Change with your team.	Empower team to come up with ideas to inspire innovation.
COMPANY	Connect with other Leaders to define a culture of change and innovation.	Create an activity where others can share stories of change and innovation.	Recognize team members for living and leading with values.



BC WORKPLACE CULTURE SCAN REPORT 2020

An Inside Look at BC's Workplace Culture



Launch: March 5, 2020



A bald eagle is shown in flight, its wings spread wide, against a clear blue sky. The eagle's head is white, its beak is yellow, and its body is dark brown. It is flying from the left side of the frame towards the right.

“Be the change that you
wish to see in the world.”

— Mahatma Gandhi



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