

# 2025 MANAGEMENT SUMMIT

SEPTEMBER 16-18

WYNDHAM GARDEN CONFERENCE CENTER STATE COLLEGE

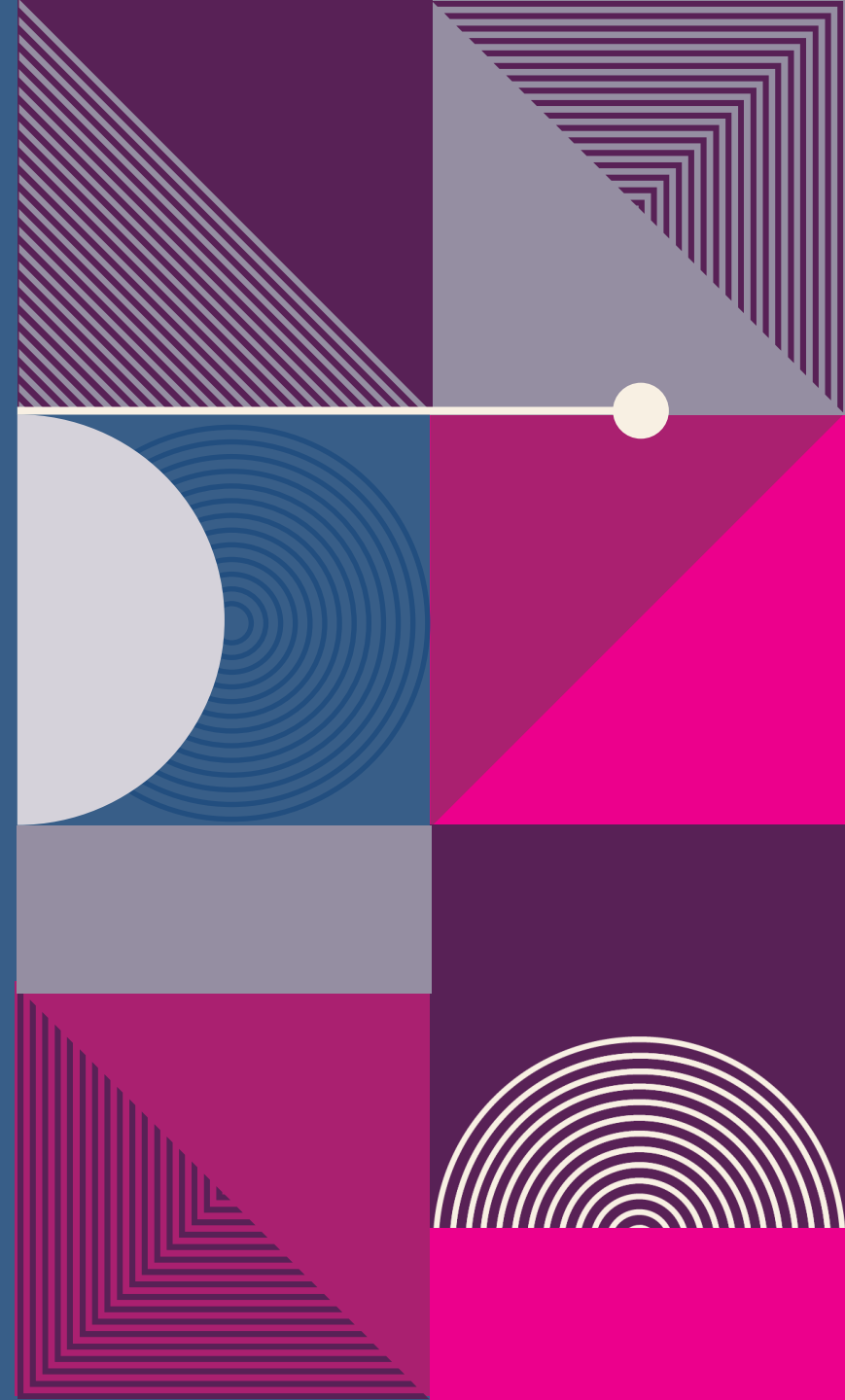




# TUESDAY SEPTEMBER 16 AGENDA

9am -10am	Networking
10am - 10:15am	Welcome & Housekeeping
10:15am -12pm	Transition Management Pt. 1
12pm - 12:45pm	Lunch
12:45pm - 2pm	Transition Management Pt. 2
2pm - 2:15pm	Break
2:15pm - 3:45pm	Change Management

# CHANGE MANAGEMENT & DISTRICT CHALLENGES



# WHICH IS YOUR GO-TO?

**Provide Clarity and Purpose:** Be a "chief sense-maker" by translating complex external trends into clear, understandable direction and actionable steps for the team.

**Communicate Transparently:** Open and honest communication builds trust, reduces fear, and ensures everyone is aligned with the organizational vision during change.

**Empower and Support Teams:** Create a supportive environment where employees feel valued, heard, and empowered to embrace new challenges and contribute to solutions.

**Maintain Self-Mastery:** Develop personal resilience and manage one's own anxiety to serve as a stabilizing force for the team rather than an amplifier of anxiety.

**Focus on the Circle of Influence:** Prioritize actions that are within your control, such as strategic planning and resource allocation, rather than dwelling on external factors beyond your influence.

**Embrace a Flexible Mindset:** Adopt an agile and adaptable approach, recognizing that change is a dynamic process requiring continuous assessment and course correction to find opportunities within chaos.

# CHANGE MANAGEMENT CONCEPTS

## 1. Understanding the Change Process

Learn and practice structured frameworks for guiding people through change, such as acknowledging the emotional stages of resistance and acceptance, or step-by-step models like Kotter's 8-Step Model or ADKAR.

# CHANGE MANAGEMENT CONCEPTS

## 2. Communicating for Buy-In

Emphasize clear, consistent, and transparent communication—explaining the “why,” the benefits, and the impact of change. Learn and practice active listening, feedback loops, and storytelling to build trust.

# CHANGE MANAGEMENT CONCEPTS

## 3. Managing Resistance and Building Engagement

Learn and practice identifying sources of resistance, addressing concerns constructively, and involving employees in the process. Small organizations often focus on practical tools to build ownership and participation.

# CHANGE MANAGEMENT CONCEPTS

## 4. Leadership and Role Modeling

Understand that behaviors set the tone. Practice demonstrating adaptability, resilience, and commitment to reinforce change expectations with your team.

# CHANGE MANAGEMENT CONCEPTS

## 5. Sustaining Change and Measuring Impact

Practice reinforcing new behaviors, recognizing successes, and putting systems in place (policies, processes, incentives) to prevent regression. Track outcomes and adjust as needed.

## ADKAR Model for Change Management



### Awareness

Recognizing the need for change and understanding its necessity.



### Desire

Developing personal motivation to support and participate in change.



### Knowledge

Gaining the information and tools required to know how to change.



### Ability

Demonstrating the skills and behaviors needed to implement change.



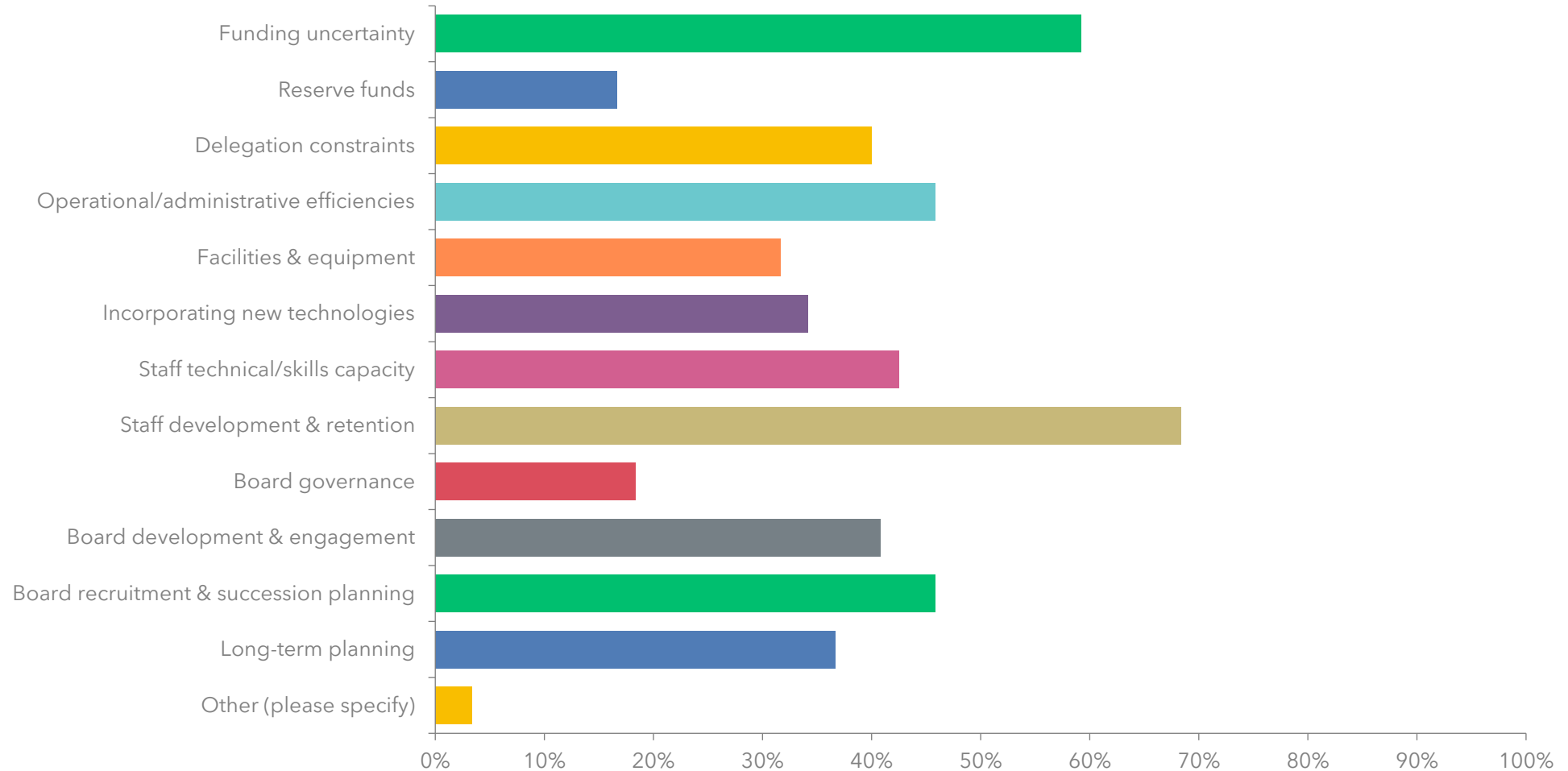
### Reinforcement

Sustaining change through recognition, measurement, and accountability.

# Kotter's 8-Step Change Model



### Q3: Which of the following are critical operational issues for your district? (check all that apply):





# TABLE EXERCISE

1. At tables, choose:

- Priority Challenge Area
- Secretary & Reporter (2 different people)

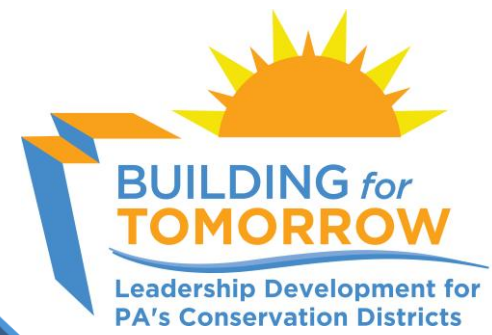
2. Brainstorm & decide on specific idea

3. Apply model and create outline of change process



# WRAP-UP:

- Share Process Models
- Success & Context



THANK YOU