

Influencing Change

MASBO
June 1, 2023



Welcome & Introductions

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Different "Change Styles"

Habits that Limit Your Influence

Your Change Commitment



Welcome & Introductions

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Founder of Mosaic Engagement

Passionate about helping leaders inspire and energize team members. On a mission to motivate organizations to harness the expertise and creative power within their own team.

mosaicengagement.ca



THE MOSAIC WOMEN'S RETREAT

Designed to Engage & Inspire

WILL WE SEE YOU THERE?

RESERVE A SPOT!



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Create
Partnership
Vision
Evolution
Future
Influence
Initiative
Activist
Incremental
Transform
Change
Education
Alignment
Advocate
Whole-scale

Different "Change Styles"

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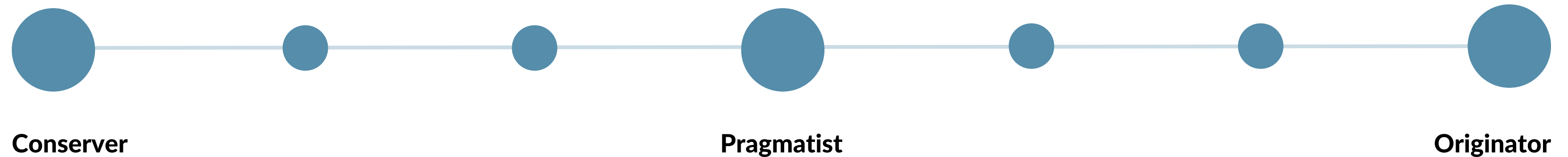
Reflection - How do you respond to change?

- Stress
- Frustration
- Pain
- Anxiety
- Discomfort
- Overwhelmed
- Uncertain
- Fear
- Excitement
- Challenge
- Accomplishment
- Growth
- Pride
- Reward
- Appreciation
- Success

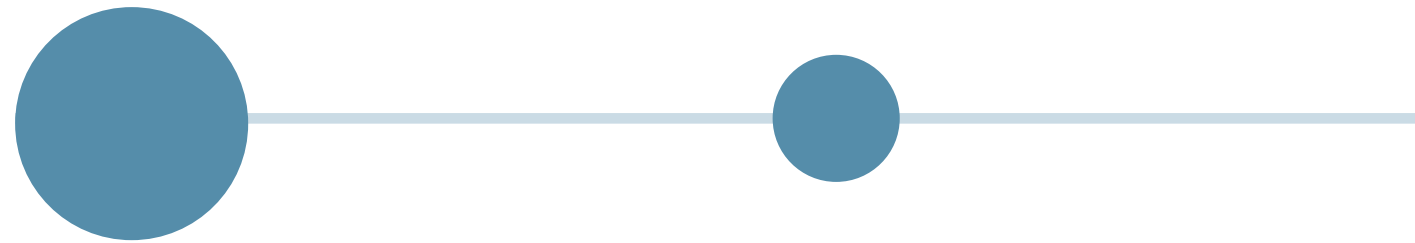


Change Styles

- Change Style Indicator - measures your preferred style in dealing with change
- 3 styles on a continuum



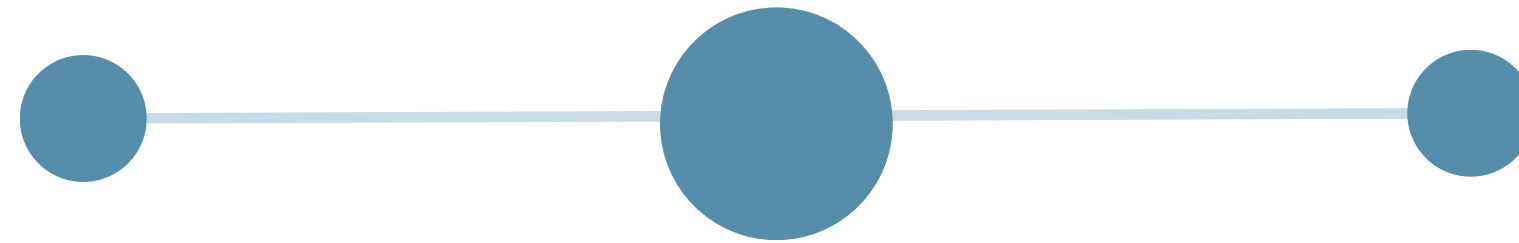
Conservers



Conservers

- Accept structure
- Prefer retaining existing systems and paradigms
- Prefer gradual change
- May appear cautious and inflexible
- Ask the hard, detailed questions

Pragmatist

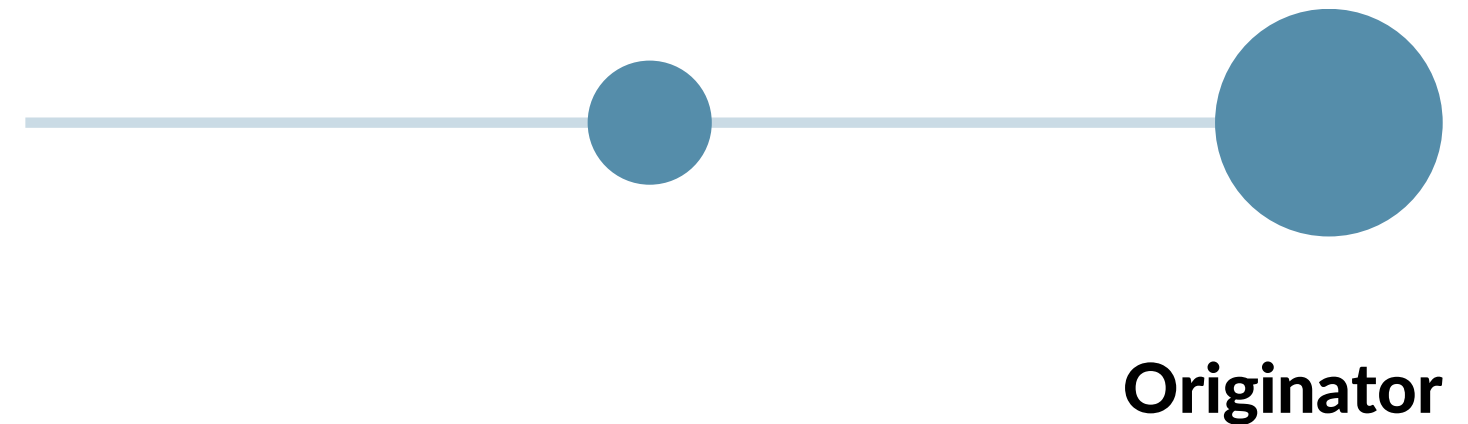


Pragmatist

- May adapt/evolve the structure
- Operate as mediators and catalysts
- Are results focused
- May appear reasonable, practical and flexible but also noncommittal

Originator

- Challenge the structure
- Enjoy risk and uncertainty
- Prefer quicker, expansive and radical change
- May appear disorganized and undisciplined
- Original thinkers



Change Styles Continuum - Reflection & Discussion

- Where are you on the Change Styles Continuum
- Discuss the characteristics and negative perceptions
- Consider effective approaches for dealing with each of the styles



Habits That Limit Your Influence

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Habits that Limit Influence

- Tiara Syndrome
- Treating work like school
- Wanting to be liked
- Not taking opportunities
- Imposter syndrome
- Not speaking up and/or being interrupted



Benefits of Speaking Up

- Improves organizational performance
- Commands respect
- Strengthens your influence
- Leads to unexpected opportunities
- Accelerates your career



Self-Reflection

- Think of a time when you haven't spoken up or your voice wasn't heard.
- What could you have done differently so you would have been heard?



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Commitment to Change - Reflection & Discussion

- I will...

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Parting Thoughts...

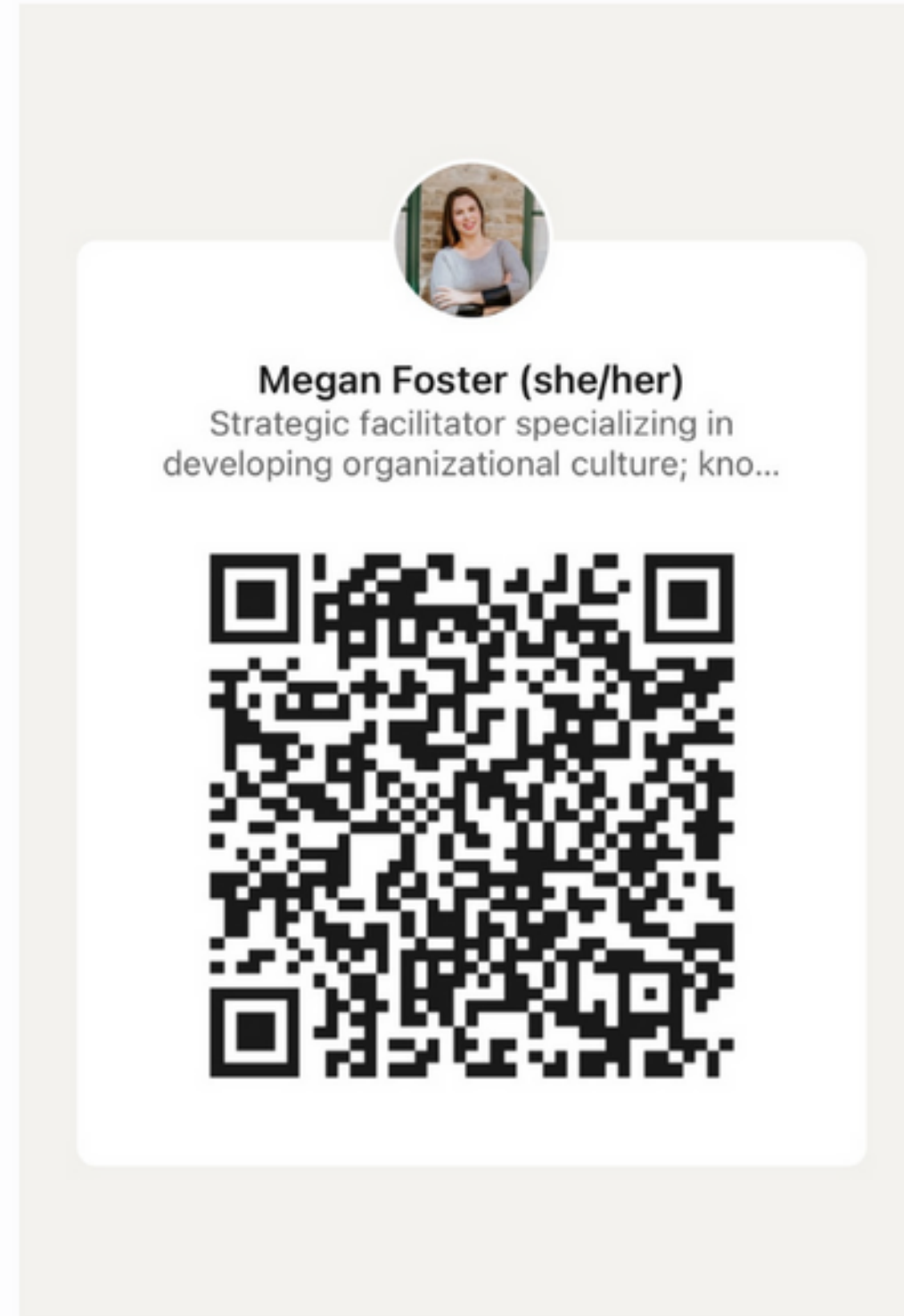
“ Don't think that a small group of committed individuals can not change the world. In fact, it's the only thing that ever has. ”

- Margaret Mead

“ The shift to a more equal world will happen person by person. We move closer to the larger goal of true equality with each woman who leans in. ”

- Sheryl Sandberg

Connect With Me



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Culture Development
Facilitation
Training



QUESTIONS?



THANK YOU

