



The more you avoid change, the more you hinder the process of growth in your life.

-A.S.W.



**Change your thoughts and  
you change your world.**





**If you want to truly understand something, try to change it.**

**Kurt Lewin**





**You must be the change you  
wish to see in the world.**

**Mahatma Gandhi**

A large, bright orange and red sun is setting over a dark blue ocean. The sun is partially obscured by a thin layer of clouds. The sky is dark blue with some light clouds. The water is dark blue with a reflection of the sun.

**Just because everything is different  
doesn't mean everything has changed.**

**Irene Peter**





# *Jcamp 180*

*A program of the  
Harold Grinspoon Charitable Foundation*

*Jill Paul*



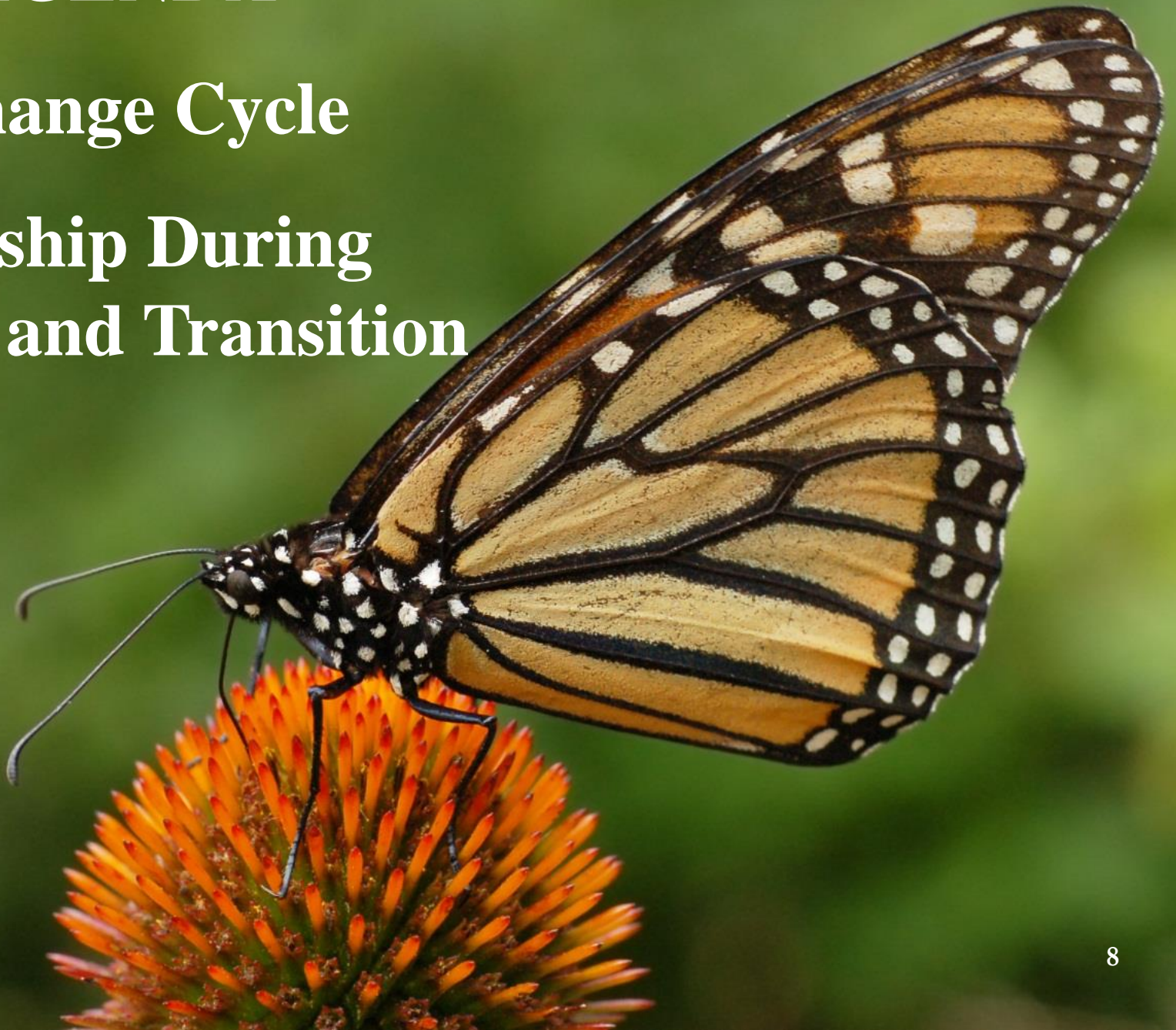


**CHANGE How to Live  
and Lead Through  
Personal and  
Professional Change**



# AGENDA

- The Change Cycle
- Leadership During Change and Transition





**Two caterpillars are conversing and a beautiful butterfly floats by. One caterpillar turns and says to the other,**


**“You’ll never get me up on one of those butterfly things.”**



**OBJECTIVES:**

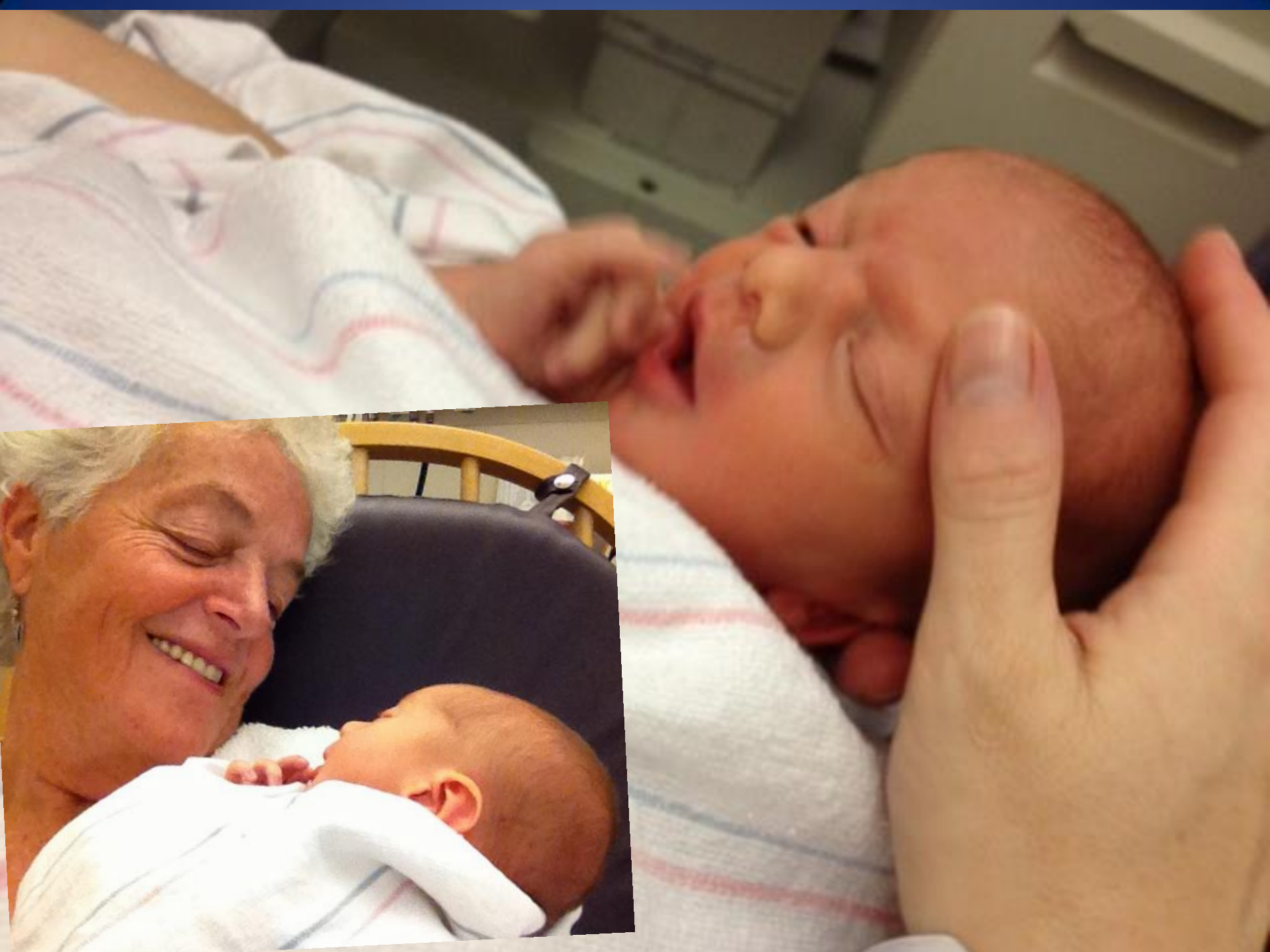
**Understand the cycle of change**

**See one’s own role the leadership in change**

- 
- **I live for change!**
  - **Change is my life.**
  - **Can I borrow some change?**
  - **Change is good**
  - **Change is fun**
  - **Change stinks**
  - **Change happens**

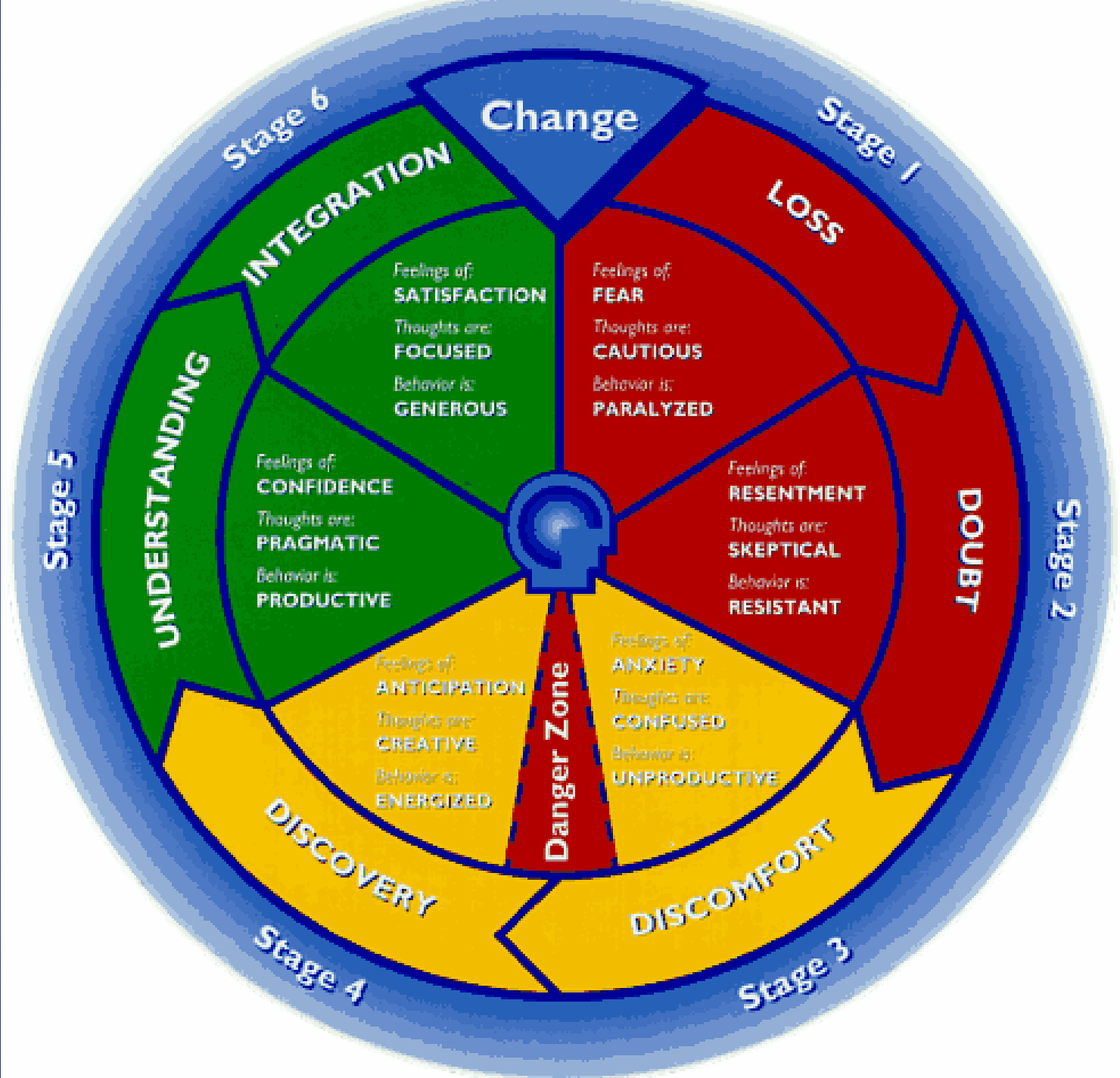








# The Cycle of Change



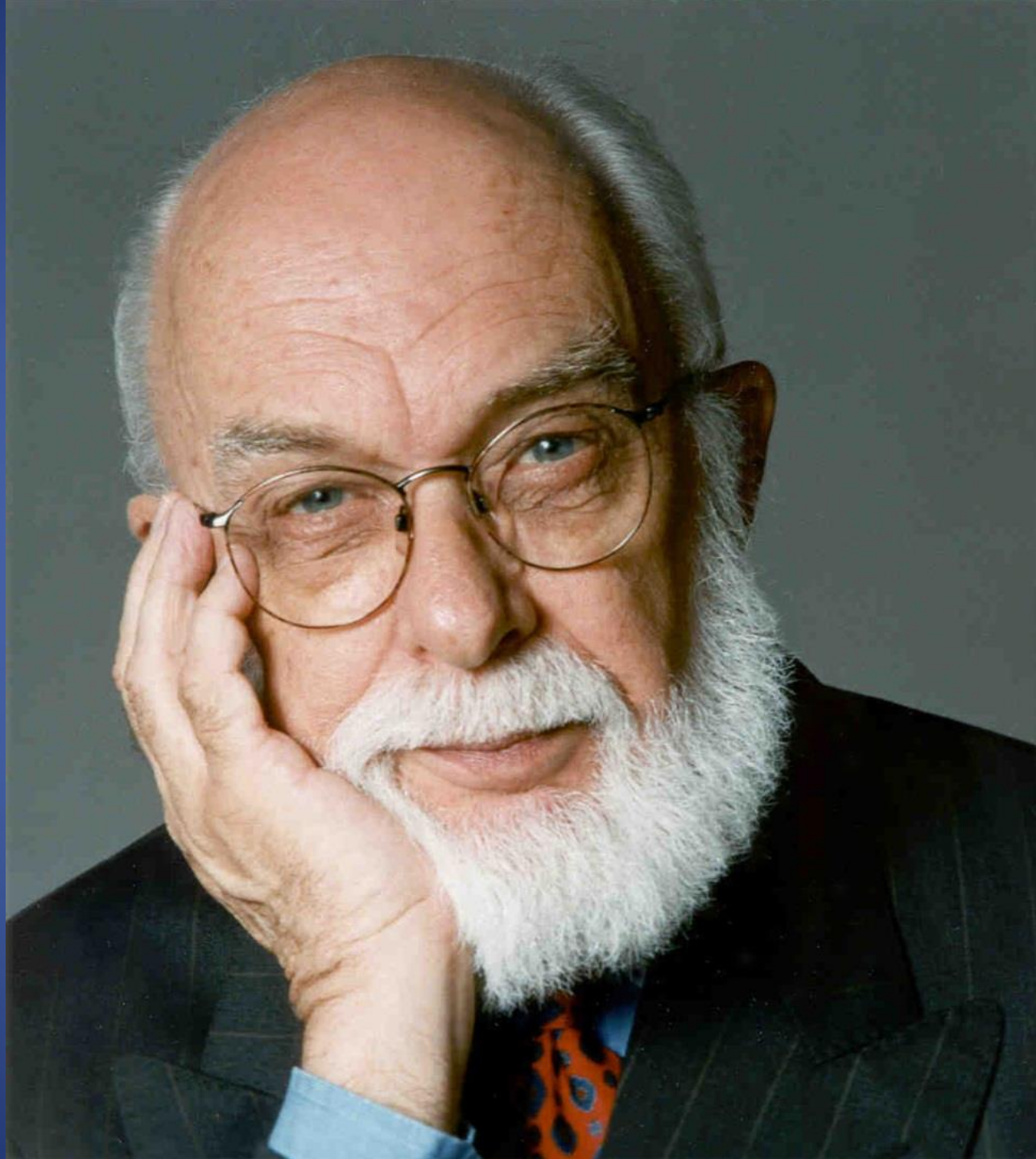
**Step 1:**  
**Loss**





**Stage 2:  
Doubt**









are needed to see in





# Stage 3: Discomfort



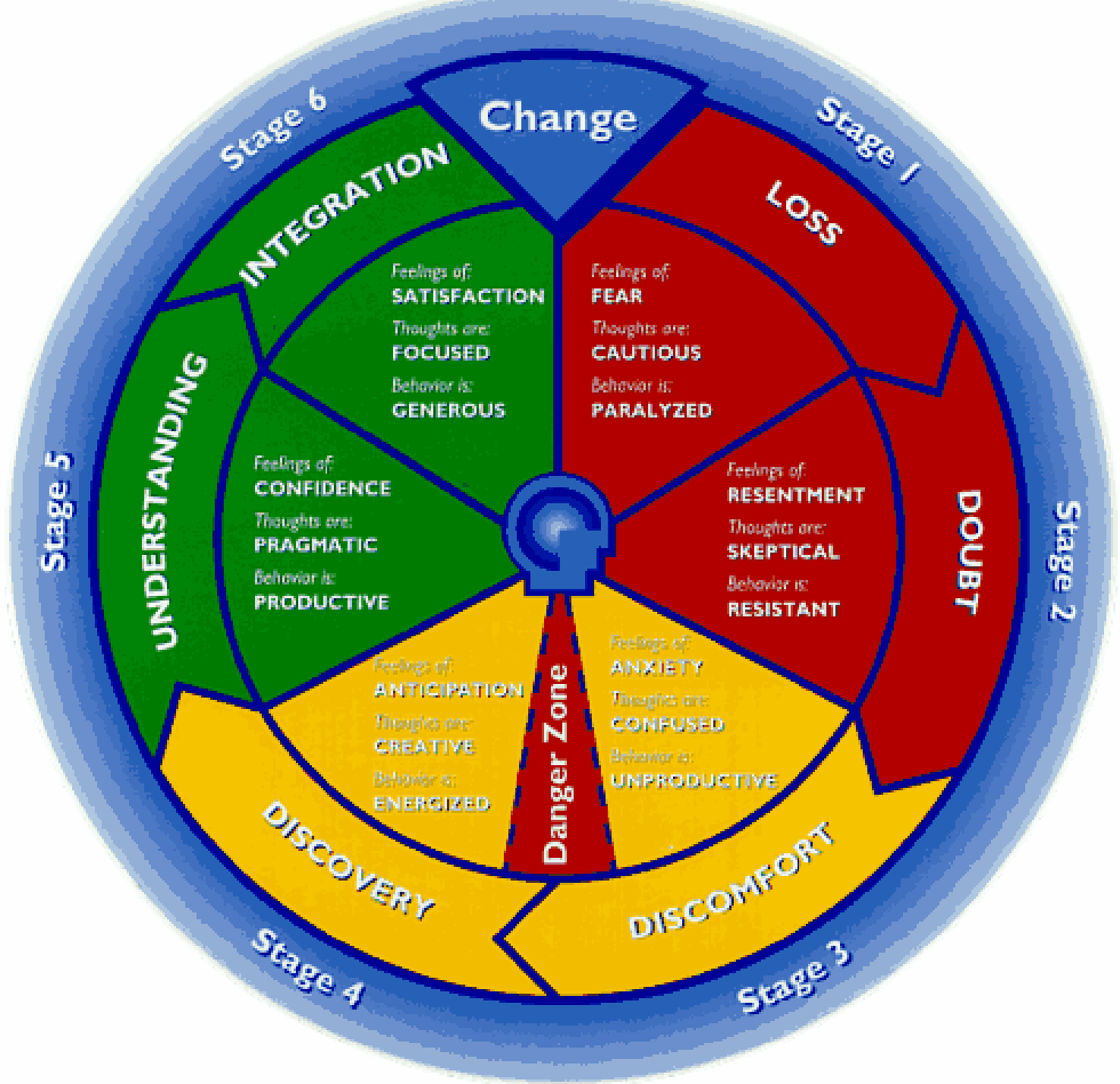


**Think of a recent time you  
experienced change.**

**How did YOU FEEL  
during the change?**



# The Cycle of Change



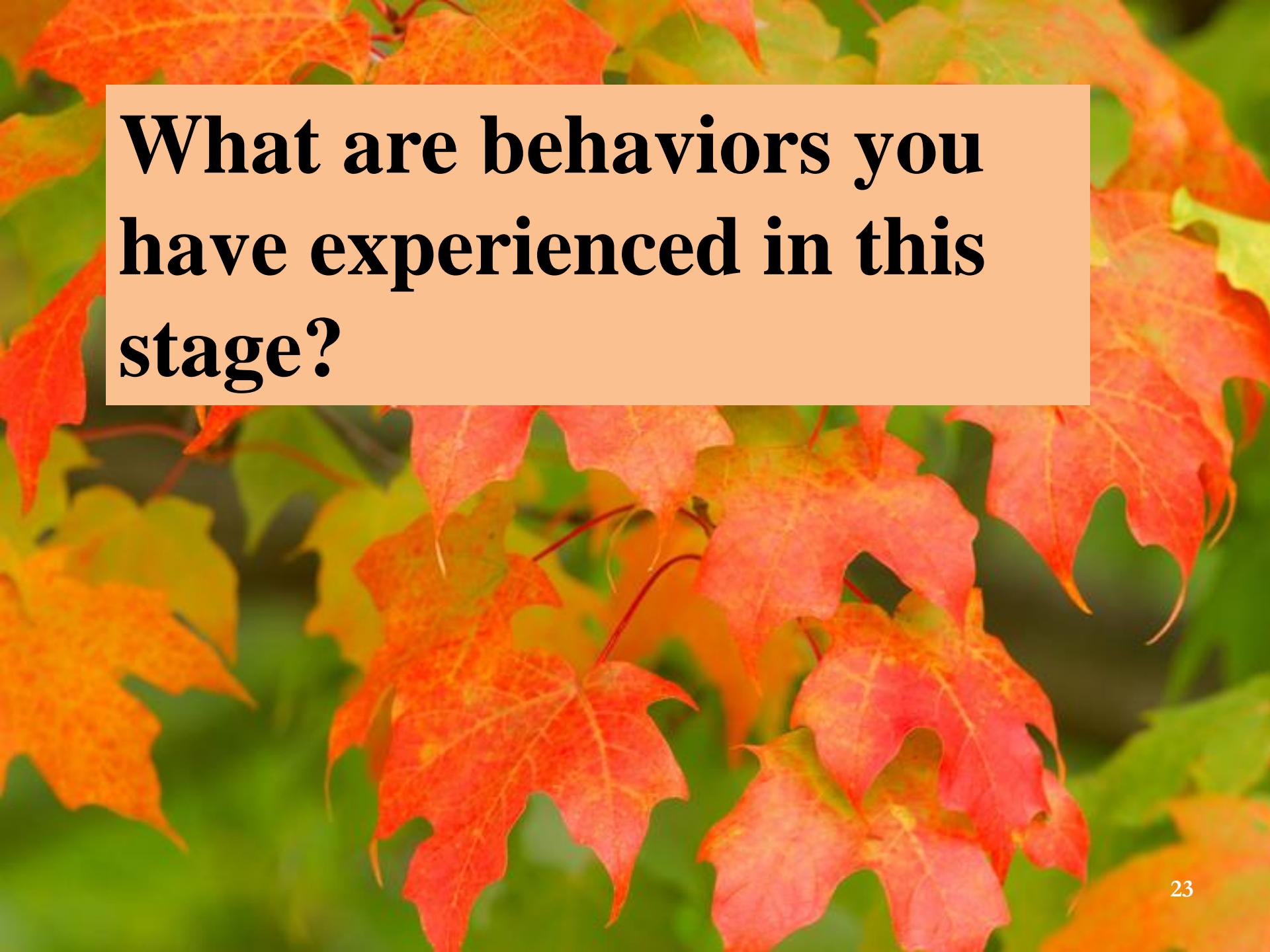


**Stage 3  
1/2:  
The  
Danger  
Zone**









**What are behaviors you  
have experienced in this  
stage?**



**Stage 4:  
Discovery**





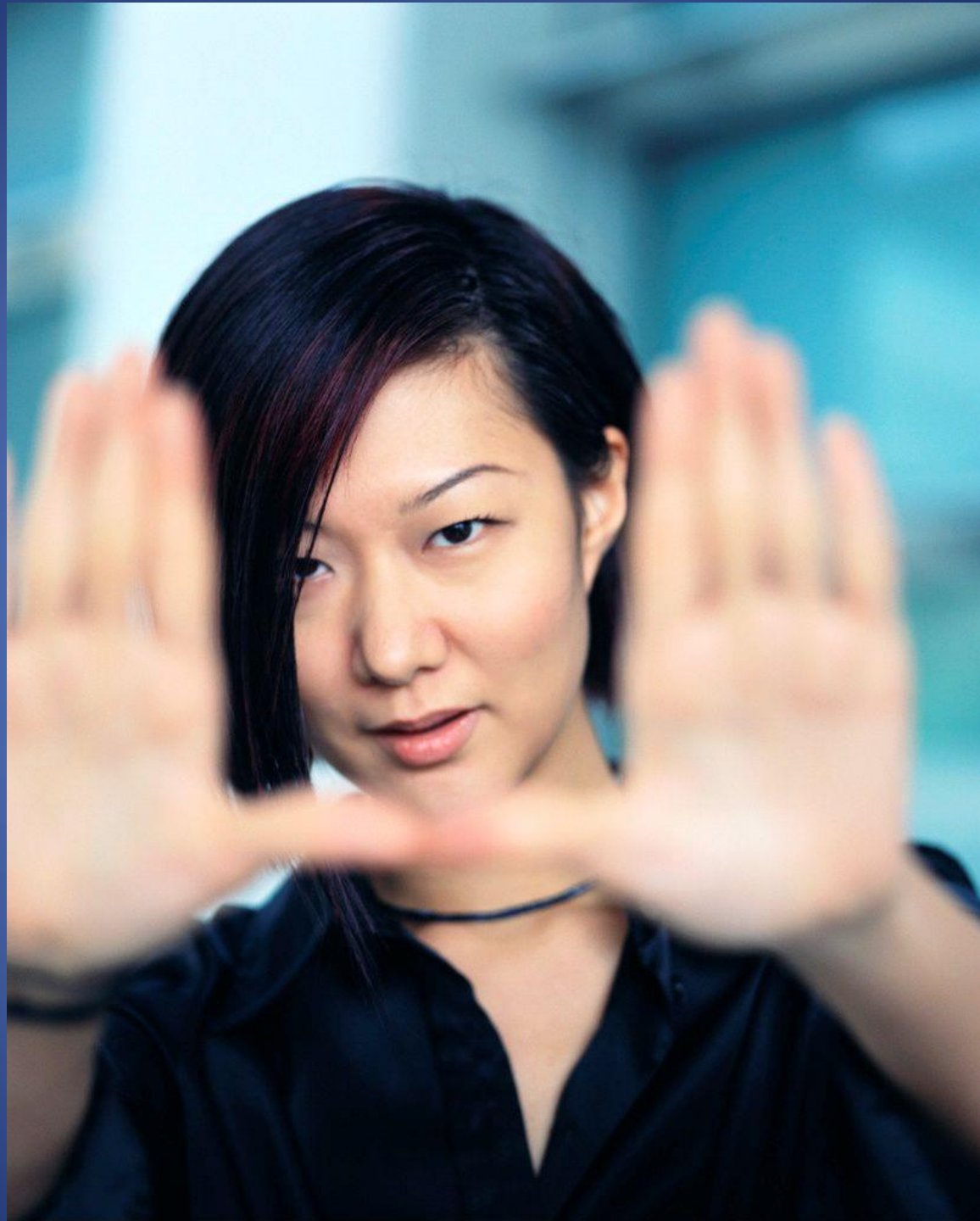
# Stage 5: Understanding

- Diapers, feeding, changing diapers, washing diapers, feeding, changing diapers, washing diapers, feeding, changing diapers, washing diapers.





**You are  
focused.**







**You have a  
sense of  
confidence.**





# Step 6: Integration






# Integration

Everyone knows their role and job.

Everyone knows what is expected of them.





A close-up photograph of autumn leaves in various colors, including red, orange, yellow, and green, set against a bright, slightly blurred background. The leaves are in various stages of color change, illustrating the concept of 'stages' mentioned in the text.

**Where do you see these stages  
on Camp Boards/Committees?**



LEADERSHIP

**On a small piece of paper  
complete this sentence,  
“during change at my camp, on  
my board/committee,  
I am most afraid that..**



**In groups of 3 or 4  
discuss the following:**

**What is the best thing  
that could happen during change?**

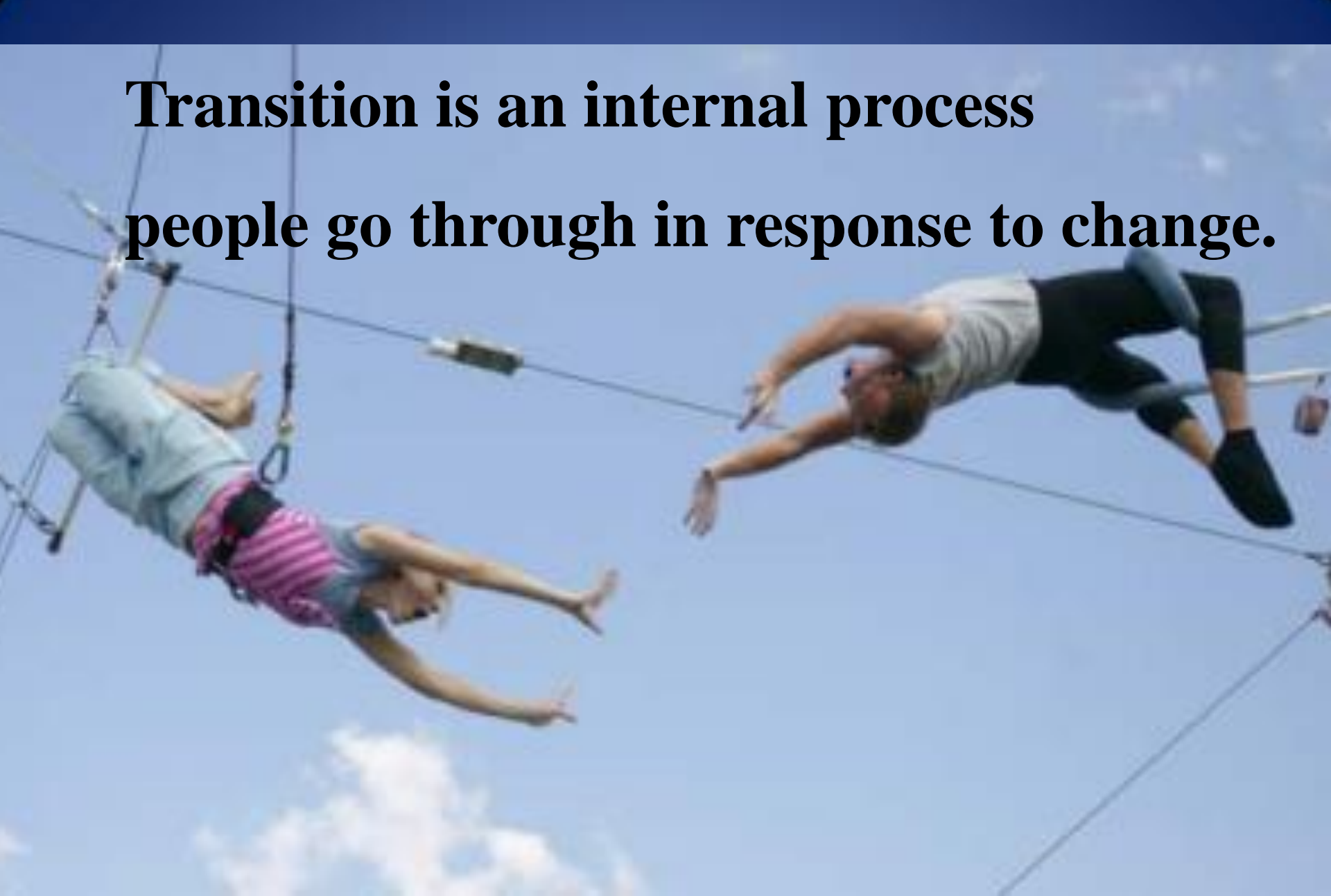
**What is the worst thing that could happen  
during change at your camp?**

Change is personal.

Change is the way things will  
be different.



**Transition is an internal process  
people go through in response to change.**







**Neutral Zone -  
Change is a Journey  
not a Blueprint**



# Step 1: Before Change - Sell the problem





**Assess level of trust.**





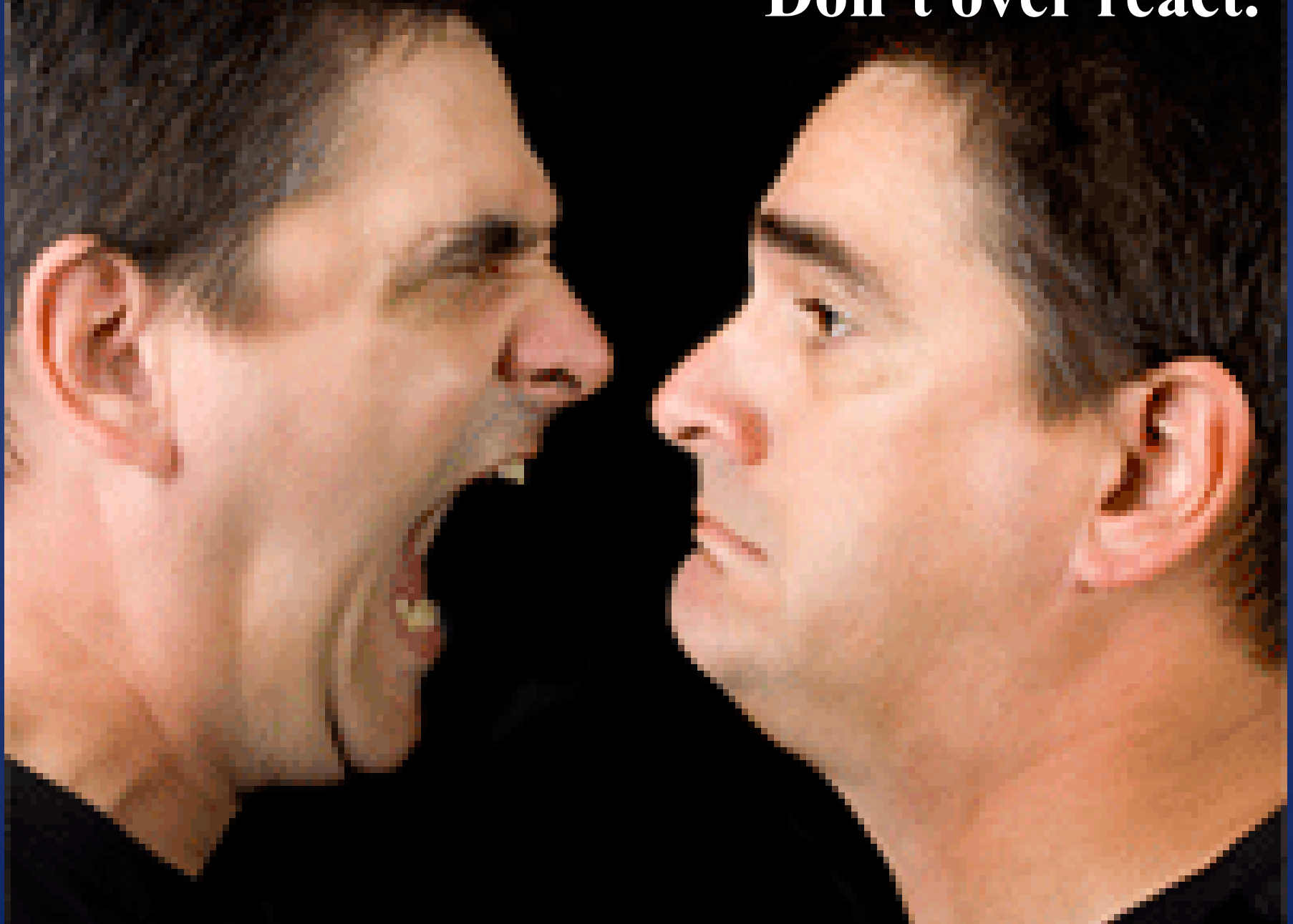
Change is resource hungry.



**Speak of possibilities.**



**Don't over react.**







# Celebrate small wins.





**It isn't  
change that  
creates  
chaos,  
it's taking  
people  
through the  
transition.**





# Step 3: Neutral Gear











**Sell the problem.**

**Set priorities.**

**Help people  
through.**



# **Give People Information Over and Over**

## **Define what's over and What Isn't Over**

- Prevent the overload of trying to do the old way and the new things.**
- Prevent people from individually deciding what to abandon.**
- Prevent people from tossing everything out.**

## **Dramatize the Endings**

## **Treat the Past with Respect**

**Give people a way to take a piece of the old way with them.**

**Show how Endings Ensure the continuity of what really matters.**





**Ending ~ Neutral Zone ~ New Beginnings**



Small text on a sticker or sign in the top left corner, mostly illegible.





# **What do we need to do to lead effectively in this time of change?**


**Stay focused on the goal.**

**Trust that the details will come when they are needed.**

**Be diligent in carrying out daily work.**

**Believe in the process. It will take us to a new level.**

**Be positive with ourselves, our colleagues, volunteers and the public.**

A close-up photograph of numerous purple flower buds on green stems, set against a blurred green background. The buds are in various stages of development, some appearing more rounded and others more elongated. The lighting is soft, highlighting the texture of the buds.

*“The secret to getting ahead  
is getting started.”*

**Sally Berger**



**What is the best thing that could happen  
during change?**

**How could you help that happen?**

**What is the worst thing that could happen  
during change at your camp?**

**What could you do about it?**

