



Effective Change Through People Movement

Chris Twomey – Interim Director of Transformation & Resources
Sam Tierney – Service Development Manager

www.westlancs.gov.uk

Purpose of the Session



The purpose of our presentation is about **exploring** why change is **important** and how **people movement** is key to **enabling** this happens, so that the **transformation** that emerges is **sustainable**, from an individual, team and organisational perspective

Icebreaker – People Bingo

Rules:

1. Consent is given by participation
2. Each Player must sign the card
3. Individuals must work around the room to fill the card
4. 1st person to complete the card **WINS**



Exercise 1– Russian Doll

- **Why change is important**
- **What makes change effective**
- **What makes change ineffective**
- **What can you do in your role make things better**

A Day in the life of Change Agent



The Power of People



“Your talent determines what you can do. Your motivation determines how much you are willing to do. Your attitude determines how well you do it.”

The Fresh Quotes

People Movement – What is it?

- See the Change you want to see – Be Dynamic and Brave
- Feel the Fear and do it anyway
- Embrace and Be the Change - Role Model
- Remember to celebrate bite size chunks = Sustainable Habit Shift
- Experimental Practice (Prototype) = Continuous Learning
- Voice and Visibility – Listen, Respect, Action
- Create Lasting Relationships

Being a Change Agent – Self Analysis

Me today...

I am

- Confident
- Outcome-Focused
- Logical
- Determined
- Pace-setting



I want to be....



I need to be....



New Change Agent Brand...

I will be.....

- Coach
- Collaborative
- Clear
- Delegator
- Patient

Model for Winners – Self Analysis

Adaptable	Agile	Agreeable	Analytical	Approachable	Assertive	Attentive
Benevolent	Bold	Bright	Calm	Caring	Charismatic	Clever
Collaborative	Committed	Compassionate	Content	Concerned	Confident	Confirmative
Conscientious	Curious	Decisive	Dedicated	Deliberate	Dependable	Determined
Diplomatic	Disciplined	Driven	Easy-going	Efficient	Emotional	Energetic
Enthusiastic	Flexible	Focussed	Forgiving	Friendly	Fun-loving	Listener
Happy	Honest	Hopeful	Humble	Independent	Innovative	Insightful
Inspired	Intelligent	Inventive	Kind	Knowledgeable	Lively	Logical
Loyal	Nurturing	Optimistic	Organised	Outgoing	Passionate	Patient
Peaceful	Pensive	Persistent	Personal	Playful	Pleasant	Polite
Positive	Pragmatic	Prepared	Proactive	Productive	Quality-focussed	Reality-based
Respectful	Responsible	Responsive	Results- focussed	Satisfied	Savvy	Self-confident
Selfless	Sensitive	Service-orientated	Sincere	Sociable	Straightforward	Thorough
Thoughtful	Tireless	Tolerant	Trusting	Trustworthy	Unyielding	Values-driven

Key Skills of a Change Agent

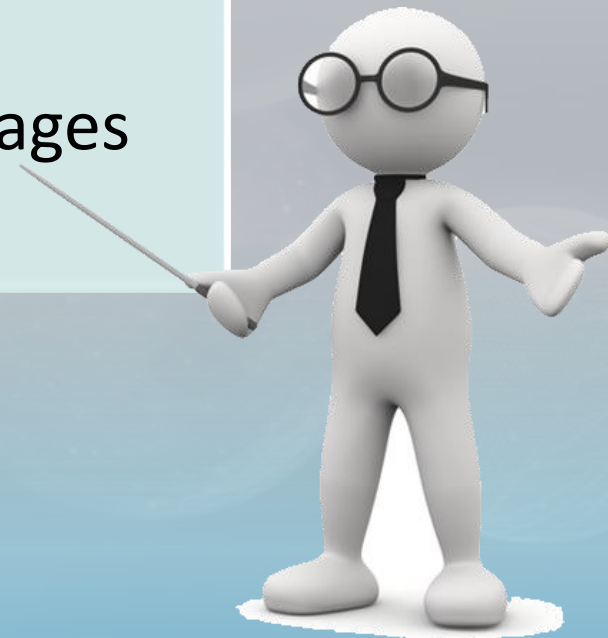
Develops
Rapport & Trust

Questions,
Listens &
Reflects back

Suspends
Judgement

Enables

Encourages



Next Steps: Realisation



Food for Thought

You have **BRAINS** in your **HEAD**.
You have **FEET** in your **SHOES**.
You can **STEER** yourself in any
DIRECTION you **CHOOSE**.

– Dr. Seuss

Any Questions:

Thanks for listening

Please let us know if you require any additional information, support or sweets 😊

Chris.Twomey@westlancs.gov.uk

Samantha.Tierney@westlancs.gov.uk