

Changing the Focus
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Transition to a Community Perspective

“The task of the leader is to get his/her people from where they are to where they have not been.” Henry Kissinger

How to move from something that many are comfortable with to something else that will stretch the person outside of traditional choices, roles, routine and out of his/her comfort zone and into a different focus....

Charles Darwin 1809-1882 reminds us...

“It is not the strongest of the species that survive, nor do the most intelligent but the ones most responsive to change.”

Changing course requires.....

- Mission
- Strategic Plan
- Transparency
- Soul searching
- Taking Responsibility
- Focus on the lives of people served one person at a time

According to William Bridges, the keys to a successful transition follow...

- a. Identify who's losing what and what's being gained and why this is important.
- b. Identify champions within the organization who buy into the new vision and have them lead from within (participants & staff).
- c. Accept the reality of and significance of each individual's perceived "losses."
- d. Don't be put off by over reaction.
- e. Acknowledge perceived losses empathetically.
- f. Understand that the "grieving cycle" is part of the process.

Transition “musts” continued...

g. Compensate for the perceived losses.

h. Communicate, communicate, communicate!

i. Describe what’s ended and what hasn’t.

j. Identify the ending points.

k. Regard the past with respect.

l. Let people maintain a piece of the past.

m. Demonstrate how the future ensures a continuum of what really matters for participants namely increased independence, citizenship, self-satisfaction, pride, and on & on...

Lead with an eye to the future....

“Change is the law of life. And those who look only to the past or present are certain to miss the future.”

President John F. Kennedy

Questions????????????

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