



Change Leadership: The Leading Cause for Why Leaders Fail

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Company: [TakeRoot](#)

Website: www.gotakeroot.com

Welcome to the PMI Houston Conference & Expo and Annual Job Fair 2015

- Please put your phone on silent mode
- Q&A will be taken at the close of this presentation
- There will be time at the end of this presentation for you to take a few moments to complete the session survey. We value your feedback which allows us to improve this annual event.

Session Objectives

- Understand the complexities of change initiatives by discerning between two types of challenges
- Identify leadership approaches in order to create sustainable changes

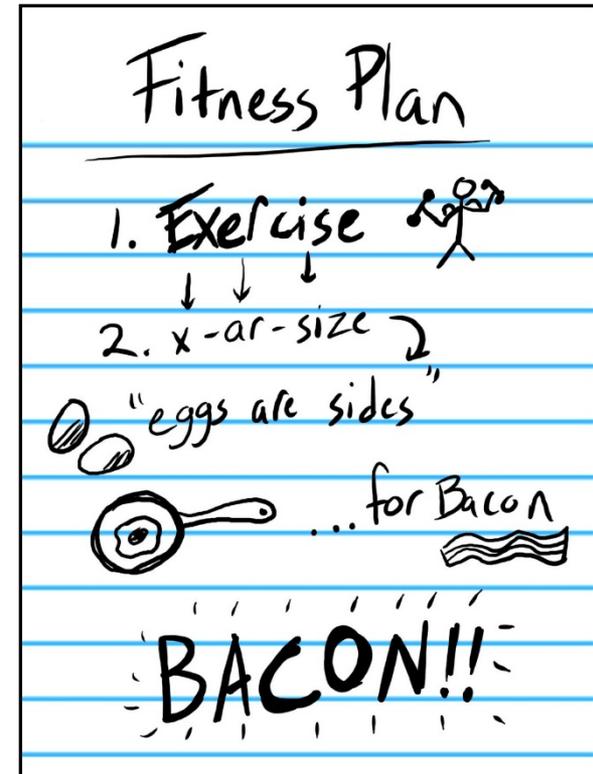


Warm-up: Case Study

Problem: I'm having difficulty finding time to exercise regularly and consistently.

Data:

- I work full-time
- I have a partner who has an unpredictable and demanding work schedule
- I have two kids ages 3 and 5
- Up until three years ago, I played competitive team sports my entire life
- Going for a jog is really boring



Technical vs Adaptive

Technical Problem	Adaptive Challenge
<ul style="list-style-type: none">• Easy to identify• Often requires quick and easy solutions• Can often be solved with facts, information, knowledge, and expertise• Requires change in one or few places• People are generally receptive to technical solutions• Solutions can often be implemented quickly	<ul style="list-style-type: none">• Difficult to identify; easy to deny• Requires changes in values, beliefs, roles, relationships, approaches to work• Recurring problem• Challenges deeply held behaviors and ways of working• “Solutions” require experiments, risk-taking, time• Creates tension and conflict



Change and Challenge

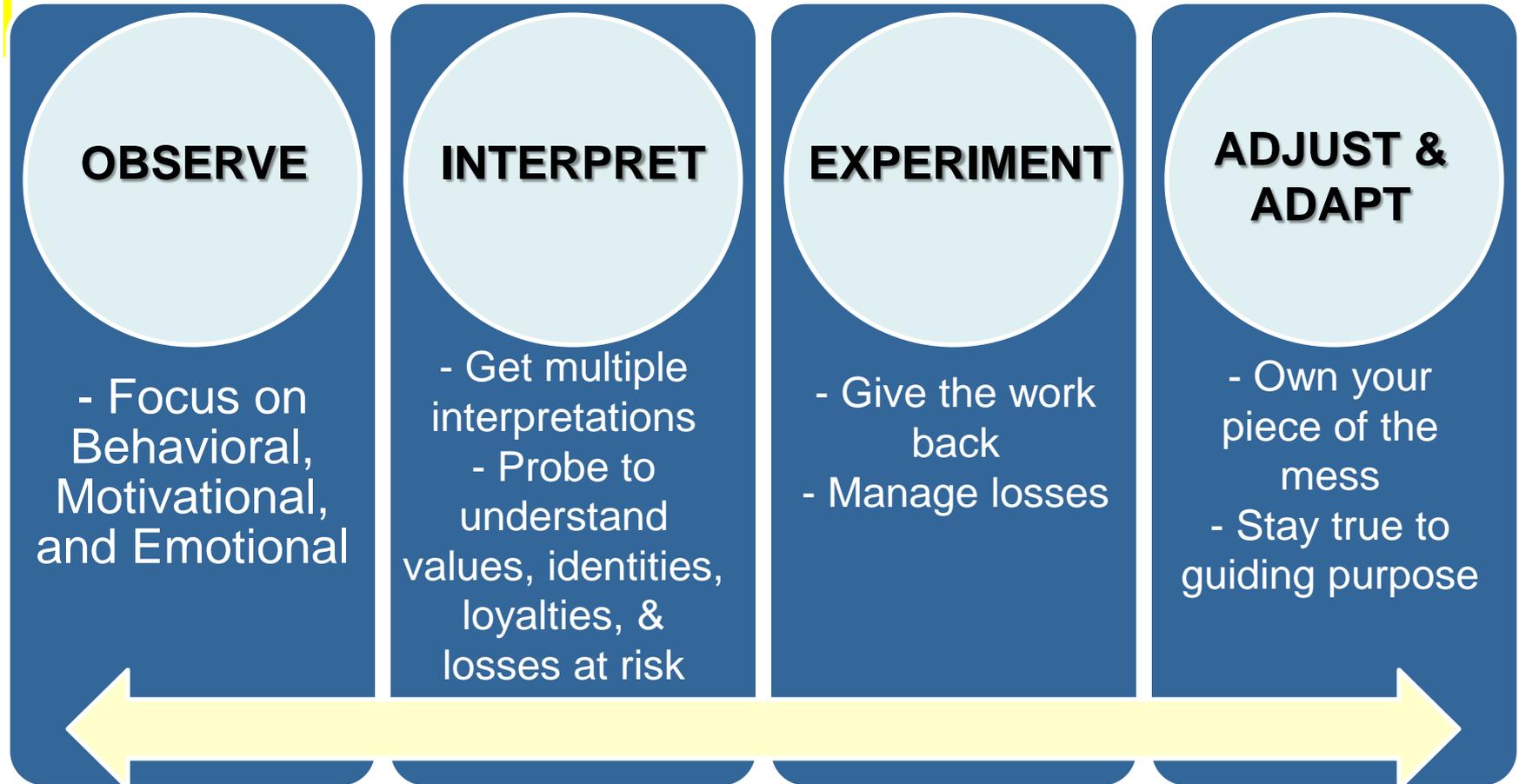
“It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change.”



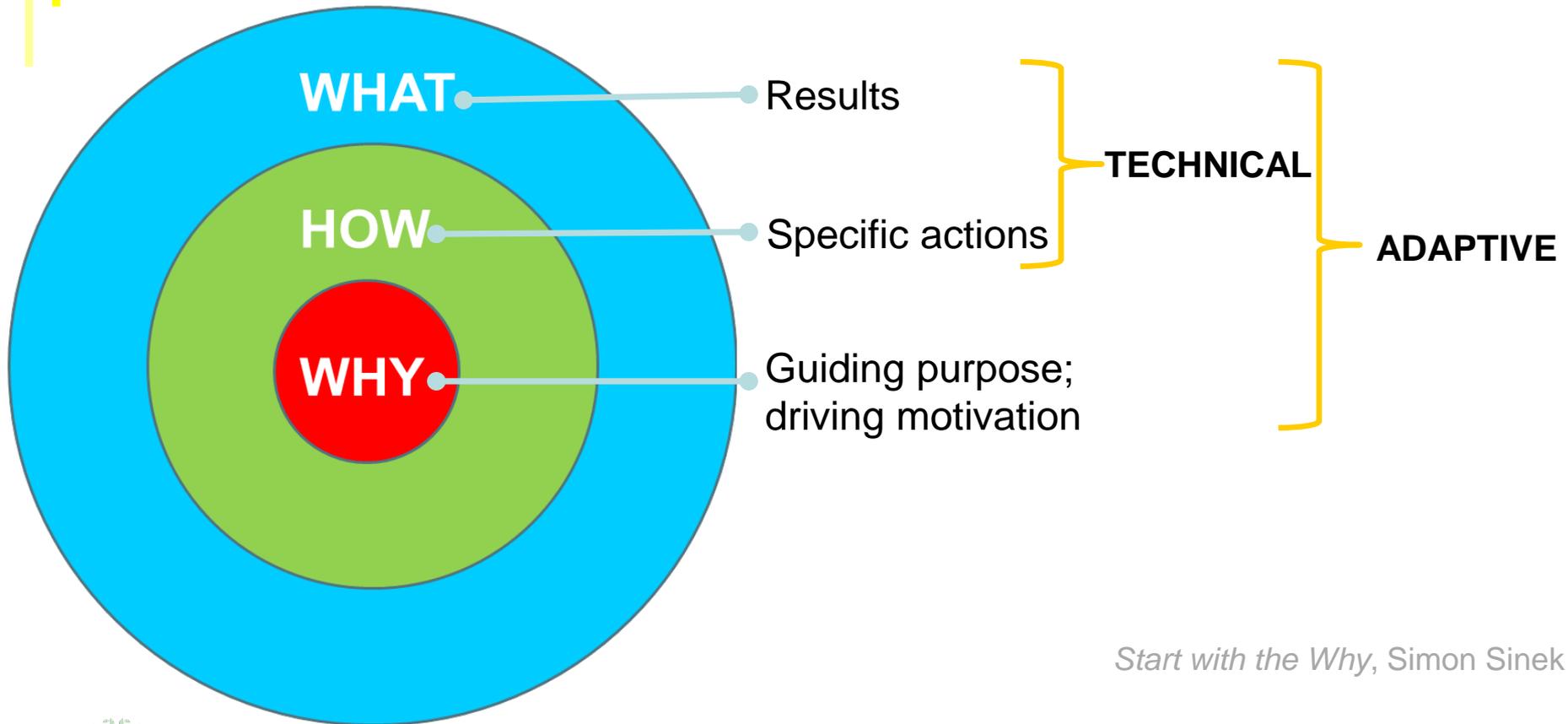
–Darwin



How to approach an Adaptive Challenge



Communicating for Adaptive Challenges



Start with the Why, Simon Sinek



Workshop

Your organization recently re-branded and you are the project manager for the roll-out. This means new fonts, logos and format for all Powerpoint presentations. You have invested in developing an easy to use Powerpoint template for all staff, and trained the team on best practices for creating presentations. However, you keep seeing presentations that break all the new branding rules and often look unsightly. If you catch them, you can help to clean them up even if it creates more work for you. If you don't catch them, you worry about how the organization is being perceived externally. What should you do?

- ❖ **Identify technical problems?**
- ❖ **Identify adaptive challenges?**





www.gotakeroot.com

TakeRoot exists to help young professionals develop the skills, knowledge, and practice to become tomorrow's leaders

What we offer:

- Individual and team development through **interactive workshops and programs** to lead self, lead others, and lead in systems.
- **One-on-one coaching** for leadership development and career strategy.
- Our target audience is **young professionals**. We also work with **managers** to provide tools and best-practices on how to develop, manage, and retain young talent, and to create a coaching and mentoring culture in their organizations.



The Art and Practice of Influencing Without Authority

October 16-17; \$289

Practice how to **influence** and gain support from others beyond the responsibilities inherent in their job position or title. Be prepared to challenge your assumptions on what it really means to **create positive change**. Through interactive activities utilizing Harvard Kennedy School's Adaptive Leadership framework, participants will engage in a **"case-in-point"** method of teaching which allows participants to experience the concepts at work during the course.

SUSANNE M.
Glasscock School of Continuing Studies

Space is limited!

Register: www.glasscock.rice.edu



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Q&A and Contact Information



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