



Change Matters

Over the past few years we have all heard the buzz words around change and how it has or has not impacted our organizations. To many, a change process is seen as an uncomfortable or down right painful experience especially if it has not been introduced by ourselves but then again when is change ever introduced by us? The answer....when we invite it.

For many of us our Weatherhead experience either began with Leadership Assessment and Development (LEAD) or Managerial Assessment and Development (MAD). Regardless of the name, the same training ensued. We embarked on a journey of self exploration, awareness building and planning to help shape our future.

The future was based on our Ideal Self and in creating this vision of our selves we wrote a “learning plan” or “life plan”. This plan was an embodiment of goals, sub-goals and action steps that helped us become more of the person we wanted to be.

For many this was a fun and engaging process. We invited this change into our lives by joining the Weatherhead community. Now, that does not mean that it would be all roses. On the contrary, if you really were engaged in the Emotional Intelligence process of self-awareness, self-management, social-awareness and social management, you learned early on that you had your work cut out for you.

In *Primal Leadership by Daniel Goldman, Richard Boyatzis and Annie McKee*, now required reading for all LEAD courses, we are reminded of Boyatzis’ Theory of Self-Directed Learning. It is through this theory that we realize that it is not an easy task to change and that many don’t succeed. Think for a moment of all those unachieved New Year’s resolutions.

But some do succeed and as a review lets look at a summary of the process of how people successfully change in sustainable ways and how they cycle through the following stages or discoveries.

- *The first discovery:* My ideal self – who do I want to be?
- *The second discovery:* My real self – Who am I? What are my strengths and gaps?
- *The third discovery:* My learning agenda - How can I build on my strengths while reducing my gaps?
- *The fourth discovery:* Experimenting with and practicing new behaviors, thoughts and feelings to the point of mastery.
- ***The fifth discovery: Developing supportive and trusting relationships that make change possible.***

It is important to note that although the model is called a self-directed learning process, it actually cannot be done alone. Without others’ involvement lasting change cannot occur.

So remember that as you embrace your self-directed learning process Weatherhead is a community that is not only dedicated to life long learning but also a trusted partner that you can reach out to and insure lasting change.

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