



CHANGE & INNOVATION



IMPOWER

Change and Innovation: Your Career Catalysts

Productive Change Agents and Innovative Thinkers embrace and encourage themselves and others to challenge the status quo and develop new approaches.

Explore

The connection between innovation & change and determine how they can become the catalyst for your career.

Create

A roadmap to drive and lead innovation and organizational change.

Articulate

Your key learnings from the IMpower Program.

Roadmap for Innovation and Change

1. Define the Opportunity
2. Identify Why it Matters to Your Organization (“So What” – compelling need)
3. Create Action Plan for Implementation
4. Develop Support and Commitment (who needs to buy off)
5. Manage the People Impact of the Change and Transitions

The Change Process

CURRENT STATE

- Define desired state
- Analyze current state
- Identify gaps
- Create action plan
- Communicate the plan

TRANSITION

- Conflict
- Emotion, acting out
- False starts
- Errors and blaming

DESIRED STATE

- Celebrate
- Reinforce desired behavior
- Discuss what worked & what we learned that can be used for future



IDEA CHAMPION Individuals who take an innovation and actively and enthusiastically promote the idea, build support, overcome resistance and ensure that the idea is implemented.

CHANGE AGENT Persons who act as catalysts and assume the responsibility for managing change activities.

Make things happen **Think BIG and BOLD!**

INNOVATION

“Innovation is borne out of a passion to deliver something different, unique and something that also awakens others’ inspiration and interest. From a business perspective, it is anything that can add a new dimension to a company or its commercial landscape – from improving processes to the launch of whole new services or products.”

—Tina Judic, Managing Director at *Found*



**INNOVATION, IF PROPERLY EXECUTED, BRINGS CHANGE.
CHANGE, IF IT’S GOING TO SUCCEED, TAKES INNOVATION.**



- Managing change requires **AGILITY: The ability / willingness to learn from experience, then apply lessons to new situations.**
- Where are you TODAY on each aspect of Agility?

RESILIENCY: a personal quality that predisposes individuals to bounce back in the face of loss.

- **Resilient** leaders do more than bounce back—they bounce forward.
- **Resilient** leaders take action that responds to new and ever-changing realities.
- **Resilient** leaders quickly get back on their feet, reestablish their confidence.

NEXT STEPS:

- Identify actions to continue your development
- Share your “Return on Development” statements with key leaders
- “Pay it Forward”
- Welcome to The WUN!

The
WUN

The WOMEN
Unlimited Network