Lead Your Team Through Change: Application Challenge

Activity Instructions – PART ONE

The only thing constant is change and leading through that change with clarity and confidence is key to a successful rollout.

For this challenge, you will meet with your leader to discuss an upcoming change that will affect your team.

Then, you will use the knowledge you have gained to complete the “Leading Change Planner” below; taken from pages 86-87 of your 6 Critical Practices workbook.

Don’t have any upcoming changes?  No sweat!  With your leader, reflect on a change that was rolled out recently.  Complete the section below to capture your leader’s reflection.

Leading Change Planner – Interview Your Leader & Let’s Get Organized!

1. What is the change?
   1. Introducing the idea of Team Captains
2. What zone is your leader in for this change? Which zone(s) are the team members in for this change? (see page 86)
   1. Zone of Disruption
3. Why is the change happening? What does it mean for you and your team?
   1. In order to accommodate/alleviate the work that a team leader typically performs, from a Scrum Master standpoint, leading the team ceremonies and driving the work. This means that team captains can feel empowered and have a sense of ownership over the direction of the team/work we provide/implement
4. What are the benefits of making the change for you/your team?
   1. Less burden on time/work on the TL
   2. More empowered team/team members/team captains
   3. Leadership and Soft-skills training for the captains
5. What thoughts or feelings could keep you/ your team from embracing the change?
   1. Resentment from non-captains chosen
   2. Excitement from team captains
   3. Confusion of the role/expectations
6. How will you address unexpected obstacles and challenges?
   1. Clear, concise communication about the role/expectations
7. What will you/your team start/stop/continue as you adopt the change?
   1. Start by defining/documenting the role/expectations
   2. Choose a team captain
   3. Evaluate regularly the team member in the role
8. How will you/your team regularly assess progress with this change?
   1. Evaluate regularly the team member in the role, versus expectations

PART ONE: BONUS CHALLENGE

Take ownership in this change. Partner with your leader to take an active role in communicating and implementing the change with your team.

TAKE THE CONN and create a “Change Management” plan based on the information gathered above that could be used to roll out the change to the team.

Review this plan with your leader in the Leadership Coaching 1:1.

Then, don’t stop there – execution is worshipped! How can you truly OWN this rollout, delegating work and ensuring execution of the change?

No Upcoming Change? – Interview Your Leader & Let’s Get Reflective!

1. What was the change recently rolled out?
2. What were the benefits of rolling out the change for you/your team?
3. What was your approach to rolling out the change? (be as specific as possible, listing out steps and documenting the why)
4. How did you address unexpected obstacles and challenges?
5. If you could re-rollout this change, what would you do differently and why?

Activity Instructions – PART TWO

Now that you have complete Part One, take some time to reflect on this experience.

1. What was the most valuable part of this assignment?

Knowing that change is inevitable – and being resilient and embrace the change! It’s a mindset that makes all the difference in how we communicate and manage change.

1. What was the most difficult part of this assignment?

* Planning for change: You cannot pre-anticipate ALL the unintended consequences of a change
  + There are so many variables that you can't possibly/won't think of - just be resilient and fight the next battle and constantly re-evaluate – course-correcting as necessary

1. What are some questions you would like to explore to better planning and executing 1 on 1s?

* How do you know when people are in each zone of change?
* How are people feeling in each zone?
* What actions do I need to take as a leader – to lead the team through these changes?
* What are the key take-aways for knowing we successfully saw value/benefit from the change?