

Supporting Clubs with Change Notes February 2021

As people come in the door ask them what their role is and give them a new role “for today you are....” No explanation.

Scenario:
How many of you have watched the Americas Cup Yacht racing?
<p>The racing when there was little wind and the boats were struggling to find the wind drift Then finally there was wind and the racing was on First race had some complications and saw the race stop Then we saw that horrific scene when there was a sudden gust of wind and it was all on. Patriot lifted into the air, nosed dived, turned and that sickening crack as we learned later equipment smashed through the side of the boat.</p> <p><i>After nearly losing PATRIOT beneath the waves following her capsizing, American Magic has just 11 days to get its racing boat and all of her many systems ready to race in the Prada Cup semi-finals. The team faces both a formidable job list and another test of its resilience. Would more than three years of tireless effort, innovation and ambition, end in one afternoon of setbacks on the Hauraki Gulf? With skill, resolve, making changes, and the aid of both its fiercest competitors and most steadfast supporters, make what seems impossible a reality. Can the U.S. Challenger for the America's Cup bring the big blue AC75 back to life.</i></p> <p>The stomach wrenching , what now that they must have felt is probably what many felt when we went into the first covid 19 lock down.</p>
<p>What happened after that is what was so impressive. That syndicate had to make some instant changes and then continue making changes What was the first change? allowing their competitors to help them Seeking advice from those until this stage had been their rivals. Deciding the trust what was said It was the very resilience of that syndicate that made the turn around such a success. Then when the recovery began in earnest all plans went out the door as they quickly had to put new ones in place. What made these changes a success:</p> <p>Good Leadership, open ness to change, seeing the very real to change, and being resilient and not giving up or freezing into in action.</p> <p>What is resilience? Balloon example Ball analogy: press balloon and watch it bounce back, that is resilience</p> <p>1 press : Not able to meet, boat in pieces not able to sail 2 press : Not able to do current service projects, no longer able to race 3 press : not able to fund raise, lots of money to repair the boat 4 press : go back into lock down, go back to the drawing board with the boat</p>

Each press makes it harder to bounce back
 The bunched up ball just gets harder and harder
 How do we support clubs to bounce back and bounce back with attitude?
 How do we capability build?
 The ability to bounce back has a lot to do with being able to change, move forward and not try and just keep doing the same things, the same way.

Today we are going to cover briefly the core elements to successful change and see whether we can use these to aid and support change in your clubs.

- Understand change
- Plan change
- Implement and communicate change
- Celebrate change

Welcome and acknowledgments

As you came in you were all assigned a new role turn the person beside you and tell them what your thoughts were when that happened and how it made you feel.

For some you were challenged and excited, for some you felt put down, for some you did not understand what was going on.

When you hear the word change what do you think?

Not all situations need change, some just need a change in attitude, approach, or similar.

When we gave you a new role we did not explain we did not show a reason we just did it
 Would it have changed your reaction if we had done so?

Changes needed for Patriot were obvious at the beginning but I am sure some of the other changes through that full on 11days were not so obvious.

Our success in our Lions clubs relies on our ability to recognise when we need to change and know how to do something about it.

Why because the growth of our clubs means that we need to.

We know organizations can't afford to stand still. There are always new challenges to meet, and better ways of doing things. But habit is comfortable and many don't want to change the comfortable place they are in.

Getting people to understand why something needs to change is the biggest issue.

In the instance of the yacht they were made to feel very uncomfortable and there was no option but to change tack.

But sometimes the need for changes are not so obvious, give me some change examples from your own clubs when covid 19 hit.

Our youth are so much better at this than we are, they see change as a natural progression and sometimes younger members can really rattle the older ones.

What can we do to make our club members more aware of the need to change?

Surveys, outside speakers..... Provide reasons, examples, and resources for your club to realise the need for change.

Once people understand the need to change you are on the journey hopefully sailing to win!

But once people realise change needs to happen they go through a gamete of emotions allow time for this.

Recognise the turning point when the club members begin to accept change, this is when they stop focussing on what they are losing and look at possibilities. Be ready with those possibilities

2. Implement and communicate change

However, every change you need to make should be planned and implemented with care, otherwise it could end up doing more harm than good!

How did the American magic syndicate do it?

They got strategic and identified the best people for the job

Created a list of what needed to happen

Recognised the right people with the right skills.

Became innovative about doing this

Sometimes the help came from their biggest competitors.

They didnt just correct what happened but worked on improvements at the same time.

That's where change management comes in. It's a structured approach that ensures changes are implemented thoroughly and smoothly – and have the desired impact.

How does change management work well:

Good communication, keeping everyone up to date and on the journey.... What else?

How many of our clubs spend the time brainstorming ideas at club meetings?

If you can get the whole club behind the change helping and planning how this best can happen.

Covid and the resulting lock down has forced us all to address change or stagnate.

So we talk about Resilience and how our clubs can be resilient and maintain this resilience.

3. Implement the change

I remember one club that brainstormed what they could do make everyone feel welcome at the meeting. They came up with some wonderful ideas, the first time they tried those ideas they were met with resistance. So they didn't try again. The trick is to keep doing the change until it becomes the new habit, don't give up after just a few tries.

Your members will start to embrace the change, rebuild the dynamics so that no one will fall back into old habits.

White cane 1921 didn't take hold until 1930 so why do we give up after just a few tries?

Communicate the change. Good communication can cover a multitude of sins!

4. Celebrate Change

How did the yacht celebrate change: they held a press conference they had a party they thanked the opposition that had helped them.

How does your club celebrate

I believe that with this knowledge and looking at your wonderful clubs as a whole rather than just a club that needs to change is the key.

So I would like to introduce you to the 6 Ps to resilient clubs

Group 1 : Positivity: how to change the narrative from what we can't do to what we can do. Look at the way we view everything including the challenges of today. Is it time to see these times as a great chance for new and innovative way for your club to work?

Group 2: Passion : face the clubs fears and discuss what could go wrong, acknowledge and create new passion anyway for change

Group 3: People Focussed: our club members are our strength. Take time: when talking with our Lions members, we are finding many stressed and unsure people, either frozen into

doing nothing because they are so unsure, or members reacting to situations and people
Take time to find a way that. Give people time to adjust

Group 4: Pride in who we are, credibility is critical. Spend the time recreating the pride in your Lions clubs and what Lions all over the world have achieved.

Page | 5

Group 5: Partnerships: the power of we! The challenge of working with other groups but ensuring that it is known that Lions are involved

Group 6: Purpose: step out with purpose as a club, spring into action.

Break into groups and discuss

Feedback to group your ideas.

Keeping the Lions “We Serve” momentum going

When life throws a challenge your way, refer back to building resilience. With continued practice you and your club will naturally turn towards making your club stronger, every time it is challenged.

Thus supporting the change needed.

Keeping the narrative positive instead of falling into negative talk is the challenge.

Here are some thoughts on what your clubs could be doing:

1. Organise fun activities for your club
2. Assess the needs of your own club members
3. Get the Community Needs Assessment out and re do it.
4. Spend some time as a club and as individual member’s upskilling and learning
5. Take time to identify members who are showing leadership and look at what training would build their confidence and knowledge base to take up new roles in your club.
6. Look at the Lions Clubs International service focus areas and spend some time being imaginative and creative in how you can make a difference. Don’t forget these service focus areas were not drawn out of a good idea, but from sound research.
7. Spend some time identifying potential members and what your club could do towards engaging them by pulling on their passions and focus.

When you work as a club on these points instigating change becomes easier, remembering the four stages of change Understand change, plan change, implement and communicate change and celebrate change you will ensure a healthy active club.