

Gathering Questions, LFC Plenary 3

Implementing the SSHS initiative has required you to ask teachers, administrators, and agency staff to CHANGE how they do things.

- What are some of the challenging changes your initiative has asked teachers, administrators and agency staff to make?

For those participating individually, discuss by typing your answers into the chat pod on the left

For teams sitting together, discuss these questions amongst yourselves



National Center for
Mental Health Promotion
and Youth Violence Prevention



Safe Schools
Healthy Students

Safe Schools/Healthy Students Leading for Change

Plenary Webinar 3:
Leading Change in your Community



Sue Vargo

Events Co-Lead/
Technical Assistance
Specialist



**Barb Zandlo
Hutchinson**

**Events Co-
Lead/Technical
Assistance Specialist**

Who's Here Today?

- Type in the city & state you're calling from in the Chat Box

For participants sharing a computer together, include the names of the other participants

Program Schedule

- **Part 1** – January/February
SSHS Leadership Best Practices
- **Part 2** – February/March
Building a Shared Vision
- **Part 3** – March/April
Leading Change in Your Community

Program Format

- **Week 1:** Plenary Session webinar
- **Week 2:** Project Director/team member Coaching webinar
- **Weeks 3 & 4:** CMT meeting to conduct teams' work

Leading for Change
Overall Program Goal

Your Leading for Change team
becomes increasingly effective
at leading your SSHS initiative

LFC, Part 1

- *Focus: how have you been working together as a leadership team; are there changes you would like to make to improve your effectiveness?*

Sample outcomes:

- *changed who chairs Leadership Team (CMT) meetings*
- *created new work groups or subcommittees*
- *new communication tools to summarize and clarify your initiative's services*
- *new sense of mission and vision*

LFC, Part 2

- *Focus: how can you integrate your initiative with all of your partners' related efforts?*
- *Sample outcomes:*
- *“We began resource mapping process and identified some gaps in service”*
- *“We realized we need to align our individual agency planning processes and timetables with one another”*
- *“We decided to fill the template in just for the six mental health providers we work with to help us coordinate”*

Goals for Today

You will...

- Get clearer about what kinds of changes you and your partners are trying to make
- Learn about the change process
- Learn to identify resistance to change
- Learn what to do about resistance

What kinds of changes are we asking for?

- What people say
- How they explain things
- How they approach working with others
- How they set limits
- How they offer support
- What their goals are
- How they talk about their work

How do people respond

- Differently
- Adopter types
- Always resisters
- What about you?????

How do we recognize it?

- By what doesn't happen
- By a gut reaction
- Through its effects
- Telltale signs

**Examples from the field:
Resistance to change
and SS/HS initiatives**

TASs/Former PDs



Jennifer Kitson



Matt Ryerson



Barb Hutchinson



Jennifer
Kitson
Hays, KS



Matt
Ryerson

Bradley County, TN



Barb
Zandlo
Hutchinson

Spring Lake Park, MN

Where are you
experiencing
resistance?

What changes are
proving most
challenging to
make?

Where are you
stuck?

Understanding and Facilitating Change

The Concerns-Based Adoption Model (CBAM)

How can this model help?

- Individuals have concerns about change.
- If you address them, they're more willing to change
- The concerns are predictable and sequenced
- You can anticipate how to respond to each stage of concern

**How do I go
about doing
this?**

**How can I
connect what
I'm doing with
what others
are doing?**

**Tell me more
about this.**

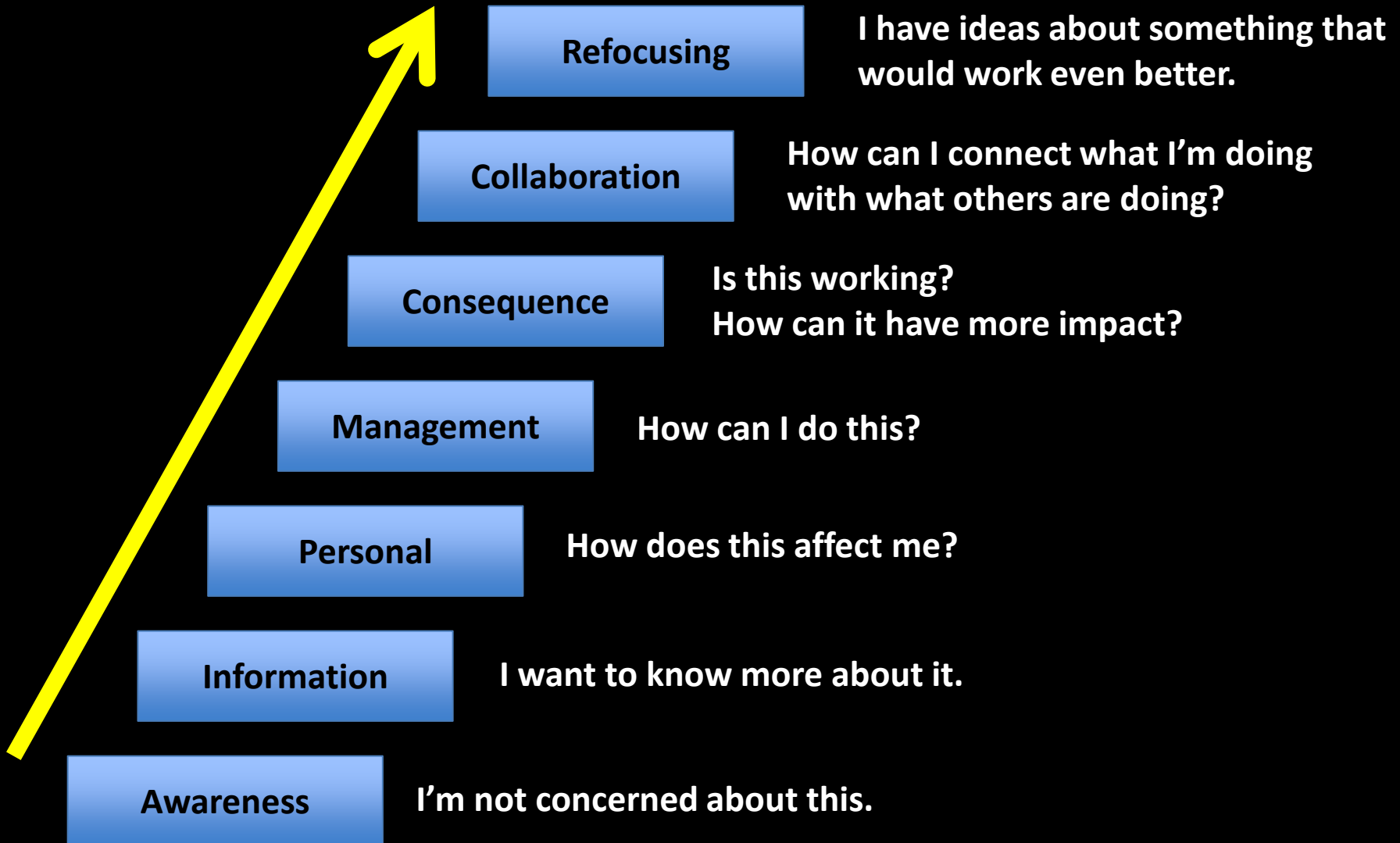
**How will this
affect me?**

Nothing
*[I'm not even thinking
about this initiative.]*

**Is this working?
How can it have
more impact?**

**Now that it's working,
I have ideas about
something that would
work even better.**

Stages of Concern



How do you determine what stage people are at in their change process, and thus what they need to embrace it?

Ask about their concerns.

A few parting thoughts...

What's Next?

Coaching Webinar March 30th
Team Work Session
(schedule at your convenience)

Focus for your Team Work Session: use the CBAM model to help you think strategically about how to identify and address key concerns to overcome resistance to change.

Instant Karma

Leading for Change Part 2 Survey

courses.promoteprevent.org

Username = your email address

Password = sshs