

# Gathering Questions, Leading for Change webinar

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:  
Making Change through SSHS



Sue Vargo

Events Co-Lead/  
Technical Assistance  
Specialist

# Who's Here Today?

- Type in your name, city and state

*Leading for Change*  
Overall Program Goal

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

# Program Format

- **Effective Leadership Practices for SSHS Initiatives (12/10 webinar)**
- **Leadership for Change Team Meeting**
- **Managing Change through SSHS Team Webinar**

# 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  
SSHS initiatives**

# TASs/Former PDs



Nancy Kelly



Kelly Wells



Cynthia Wright



**Nancy Kelly**

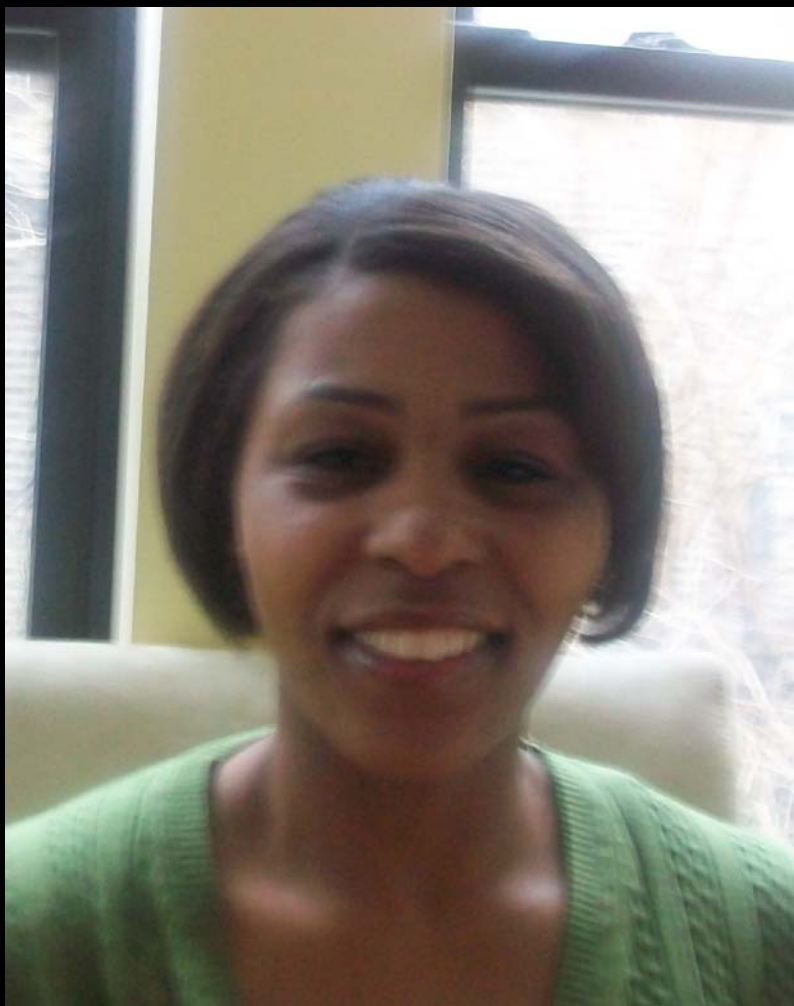
Utica, NY



Kelly Wells

Chester County,  
South Carolina





Cynthia Wright

Chicago, IL

Where are you experiencing resistance?

What changes are proving most challenging to make?

Where are you stuck?

**Press \*1000# on your telephone if you are not participating with a group.**

# 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.**

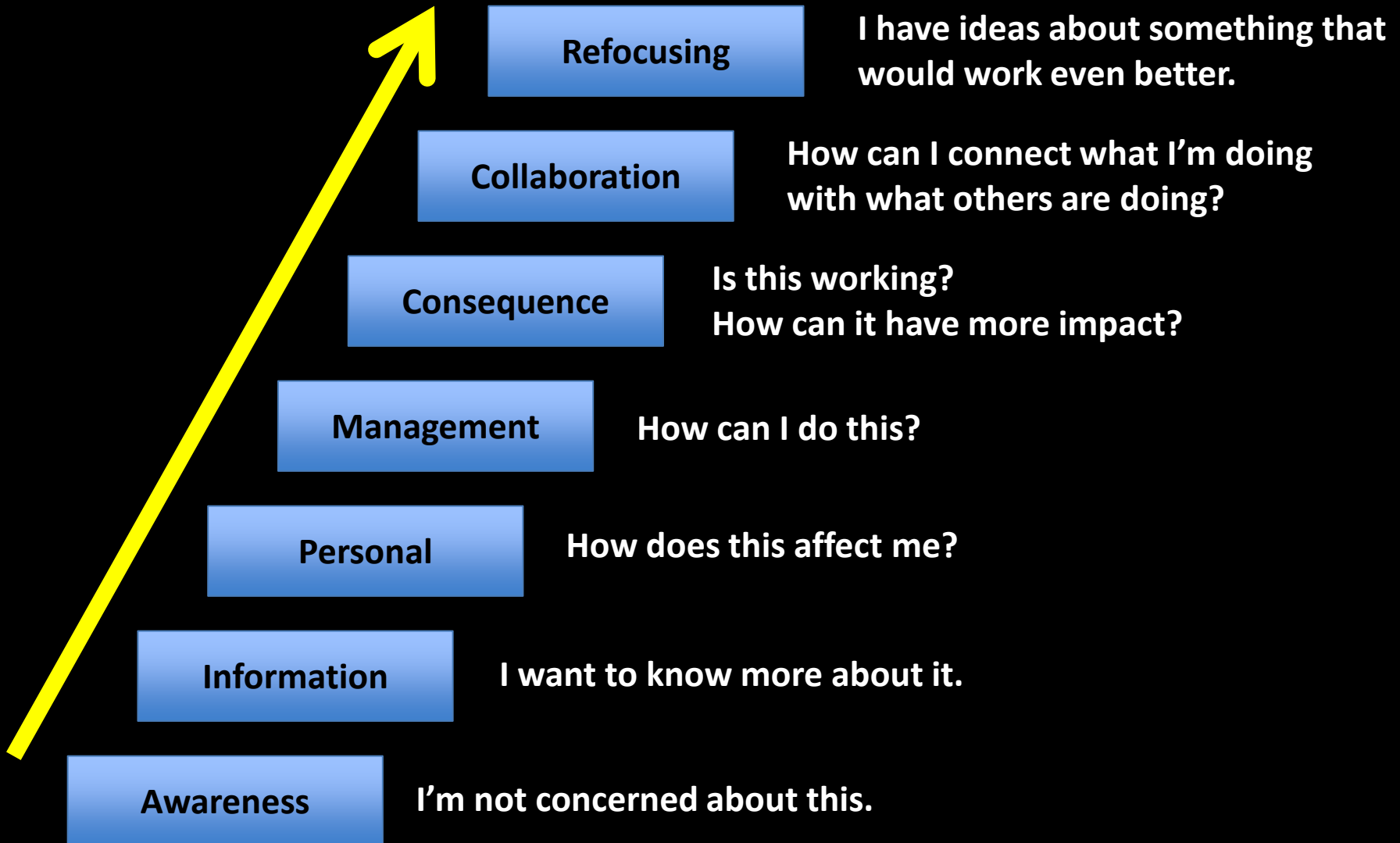
**How will this  
affect me?**

***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.



**Nancy Kelly**

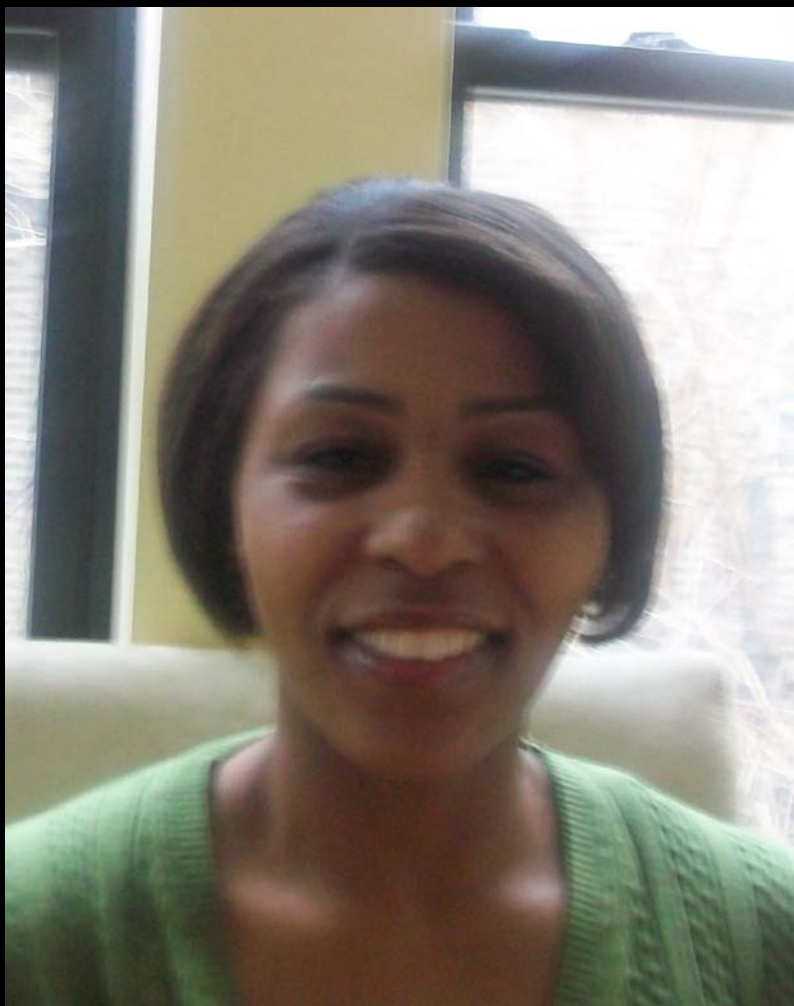
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