Handling Change Starts with Leaders Themselves

Early Childhood Investigations
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A bit about me

Poll
Why Focus on Change

- It’s inevitable
- We can learn from it
- As leaders, the better we cope with change, the better we can lead our programs through change

How Leaders Influence Their Programs

Parallel Process

Key Points We’ll Address

- Seasons of Change — Using Nature as a Metaphor for Understanding Change
- Tasks and Supports for Each Season
- Applying your Understanding of the Seasons of Change to Supporting Your Staff Through Change
What Gets Us Stuck

• Avoiding
• Quick fix approaches
• Messages we hear and internalize
• The pressures of a hurry-up world
• DIY beliefs

What Moves Us Forward

• Time
• Reflection
• Openness
• Self compassion
• Insight
• Intuition
• Support
• Information

Seasons of Change®
Source: The Seasons of Change, Carol McClelland, PhD
Seasons of Change Spiral

Key Points about the Metaphor

- An upward moving spiral
- Creates a common ground for thought & discussion
- Internal metaphor, may or may not correspond to external season
- Length of each season varies
- Each season has a central purpose, tasks, and potential detours
- Intensity of each season varies
- Track one transition on the spiral at a time

Overview of the Seasons of Change

Fall - Sense a shift and realize future may not be the same as past.
Overview of the Seasons of Change (Cont.)

Early Winter
- Retreat and reflect. Search for insights.

Winter Solstice
- Time for insights to open up a new vision of the future.

Late Winter
- Create plans based on vision.

Spring
- Put plan into action – taking new steps, new actions to implement ideas.

Summer
- Grow into new situation – Life is good. Living is easy. All is well.

When Is the Seasons of Change Model Relevant?

Whether change is:
- An ending or a beginning
- Wanted or unwanted
- Anticipated or a surprise
- Self-initiated or caused by outside forces
- When making a decision or acting on a decision
- Something shifts within the person or outside the person
These Shifts Can Happen in All Areas of Life

- Physical changes
- Lifestyle changes
- Personal changes
- Relationship changes
- Career changes
- Location changes
- Financial changes

Purpose: To sense a shift. Life in the future may not be the same as it has been.

Signs of Fall

- Waiting for news
- Worrying about the future
- Unsettled and uneasy
Tasks of Fall

• Acknowledge change
• Get support
• Create a refuge
• Review the options

Early Winter

Purpose: To retreat and reflect, searching for insights

Signs of Early Winter

• Confused
• Tired/exhausted
• Desire to hibernate
**Tasks of Early Winter**

- Renew at all levels
- Create time for quiet
- Practice purposeful reflection
- Reconnect with your true self
- Track journey
- Protect yourself

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**Winter Solstice**

*Purpose: To see insights that open up a new vision of your future*

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**Signs of Winter Solstice**

- Feeling in the dark
- Faith and trust in the process
- Fear and worry
- “I don’t know”
- Insights!
Tasks of Winter Solstice

- Create right environment
- Ask new questions
- Capture the insights

Late Winter

Purpose: To create a plan based on your vision

Signs of Late Winter

- Sponge for new info
- Anxious to be in action
- Have vision but no clear plan
Tasks of Late Winter

- Follow insights
- Clear out the old
- Create a plan

Purpose: To put your plan into action – taking new steps, new actions to implement ideas

Signs of Spring

- Bursting with energy
- New attitudes
- New behaviors
- Fearful / nervous about new roles and behaviors
Tasks of Spring

- Trust timing
- Prepare the soil
- Birth the new
- Stretch and grow
- Blossom fully

Summer

Purpose: To celebrate and savor your life and your success.

Signs of Summer

- Clear vision
- Confident
- In action
Tasks of Summer

- Allow time for ripening
- Savor your success
- Celebrate and play

As Leaders We Can Keep in Mind

- Change is natural and inevitable
- Workplace change often happens along with personal change
- Layers of change intensify the response
- One way we can describe early childhood work is “constant change.”

Keys to Change

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- I invite you to take the Seasons of Change questionnaire and contact me to discuss your responses.
- Enter my name as coach, and use the email address you see here.