Are you ready?

Rev. Matt Holcombe
Summit 2018 Sewanee, TN
To Bless the Space Between Us
John O’Donohue
For a new beginning …
Are you ready?
Before everything else, getting ready is the secret to success.

Henry Ford
People do want change they just don’t want the loss associated with change.

Bishop Robert Wright
Therefore you must be ready for the Son of Many is coming at an hour you do not expect.

Matthew 24:44
Therefore you must be ready for the Son of Many is coming at an hour you do not expect.

Matthew 24:44
Bridges’ Transition Model
Mastery Model
Responses to Change
Paradoxes of Change
Ready, Request, & Response
Bridges’ Transition Model

Managing Transitions
Bridges’ Transition Model

Focus on transition … not change.
Bridges’ Transition Model

Focus on transition … not change.

3 Stages
1. Ending, Losing, and Letting Go.
2. The Neutral Zone.
3. The New Beginning
Bridges’ Transition Model

I. Ending, Losing, and Letting Go.

- Fear
- Denial
- Anger
- Sadness
- Disorientation
- Frustration
- Uncertainty
- A sense of loss

To help move through ...

Allow time
Listen empathetically
Communicate openly
2. The Neutral Zone.

- Resentment toward the change
- Anxiety about status or identity
- Skepticism about the change

Those impacted by the change...
Confused
Uncertain
Impatient
Bridges’ Transition Model

2. The Neutral Zone.

- Resentment toward the change
- Anxiety about status or identity
- Skepticism about the change

Those impacted by the change...
Confused
Uncertain
Impatient

Silver Lining:
Creativity
Innovation
Renewal
Bridges’ Transition Model

3. The New Beginning

- Begin to embrace the change
- New skills to adapt to change
- High Energy
- Openness to learning
The Mastery Model
The Mastery Model

**Awareness**
Understand that a change is likely. Has insight about self in relationship to the change.

**Acceptance**
Engages in the new role or change. Commits to shifting mindsets and behaviors because of the change.

**Adoption**
Actively engages in the new change mind sets, behaviors. Acquires or develops the capabilities to perform in the change.

**Integration**
Blends the mindsets behaviors and capabilities in order to make the new performance “natural”. Links change to existing processes.

**Mastery**
Continues to develop the capacity to make changes. Applies new learnings in new and different contexts.
Response to Change
Response to Change

- Denial
- Resistance
- Confusion
- Release
- Envisioning
- Enactment
- Commitment
Paradoxes of Change
Paradoxes of Change

To go forward  You must look back

To go fast  Initially, you must slow down

To succeed, you must facilitate a culture of change

Change exacerbates internal anxiety, confusion, and conflict.

Conflict is essential in innovation and creativity

Conflict can destroy or paralyze change efforts

Change must include diverse perspectives

The more diverse the perspectives the greater potential for gridlock

Building trust is essential

Change undermines trust

Ki Thoughtbridge, Copyright 2014
Ready
Request
Response
Where does change happen in the church?
Who are change agents?
<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
1. What is one thing you want to change?

(church or diocese)
2. Why does it need to change?
3. Who needs to change?
4. What tools do you have to make the change happen?
Ready
Request
Response
Ready
Request
Response
Ready
Request
Response
Mental  Emotional  Physical  Spiritual

How do you get others ready?
We the willing led by the unknown have done the impossible with the ungrateful. We have done so much for so long with so little, we are now qualified to do anything with nothing.

Anonymous
Are you ready?

Rev. Matt Holcombe
Summit 2018 Sewanee, TN