

Building Support for Your Big Ideas

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Jenn Hovanec

Not-So-Secret Change Agency

Change Agent: Any person in an organization with the skill and power to stimulate, facilitate and coordinate a change effort.

Change Agents are relationship builders who exercise good judgement, observation and persuasion to take action in the best interest of the organization.

Change Agents build and earn trust. They are reliable and equipped to carry the responsibility of their organization's trust.



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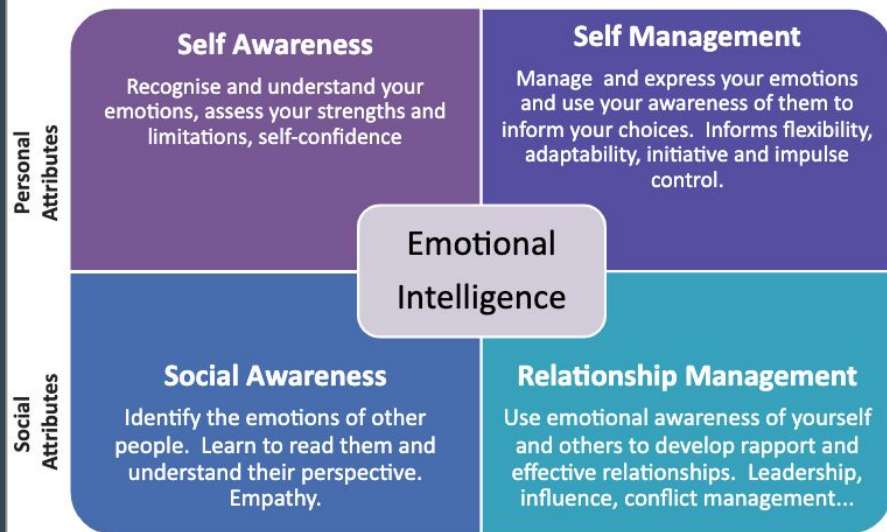
Understand What You Bring to The Table



- Imposter Syndrome is REAL
- Own Your Talents AND Weaknesses
- Galvanize Your Armor of Talents
- Mobilize Your Strengths

Emotions Are Not Dead

What is Emotional Intelligence?



Emotional Intelligence: The capacity for recognizing our own feelings and those of others; motivating and managing emotions effectively in ourselves and others.

Emotional Competence: A learned capacity based on emotional intelligence that contributes to effective performance at work.

Exercise Authenticity

- **Communicate Relentlessly**

- Communication is the root and solution to most problems when it comes to change or something new.
- Figure out HOW people need to hear your message.

- **Listen**

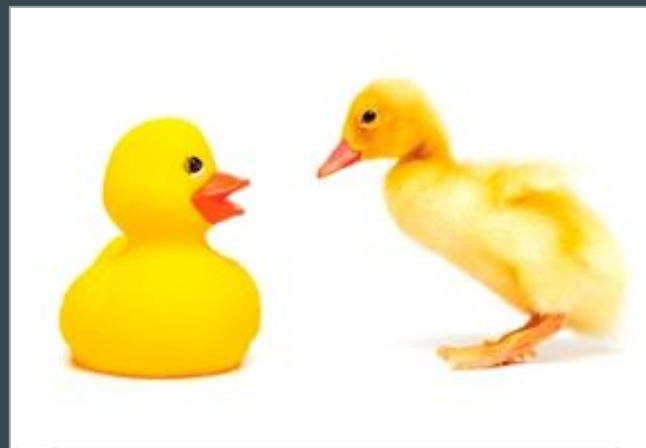
- Especially to those who have valid questions and thoughts beyond, “We can’t do that.”

- **Be Sincere**

- Walk the walk and say what you mean. Look them in the eye.

- **Own It**

- Say thank you to your team. Own your part in the process. Help other people when they ask, “How did you DO that?”



Links that Helped Me Get This Done

Dellaert, Marc. et al. *Influencing: Learn How to Use the Skill of Persuasion*. Center for Creative Leadership. Recovered 02/2020. <https://bit.ly/2TjUIox>

Ibarra, Ely and Kolb. *Women Rising: The Unseen Barriers*. Harvard Business Review. September 2013 issue. Recovered 02/2020. <https://bit.ly/2VtLWDs>

Lunenberg, Fred C. *Managing Change: The Role of the Change Agent*. International Journal of Business, Management and Administration. 2010. Recovered 02/2020. <https://bit.ly/2Vuv8vY>

Martin, Owen. *Emotional Intelligence-Relationship Management*. Medium. Recovered 02/2020. <https://bit.ly/2T32Sz1>

Let's Chat



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