



# Handling Change Starts with Leaders Themselves

Early Childhood Investigations  
Nancy L. Seibel  
Keys to Change, LLC

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## A bit about me



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## Poll

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### 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



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### How Leaders Influence Their Programs

Parallel



Process

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photo credit: Jan Greenberg 5

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### 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

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## What Gets Us Stuck

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



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## What Moves Us Forward



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

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## Seasons of Change®



Source: *The Seasons of Change*,  
Carol McClelland, PhD

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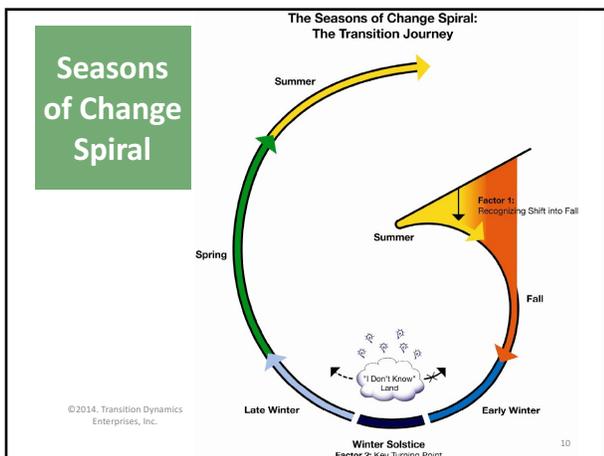
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- ### Key Points about the Metaphor
- An upward moving spiral
  - Creates a common ground for thought & discussion
  - Internal metaphor, may or may not correspond to external season
  - Length of each season varies
  - Each season has a central purpose,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

Fall - Sense a shift and realize future may not be the same as past.

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### 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.



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### Overview of the Seasons of Change (Cont.)

**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.



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### 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

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These Shifts Can Happen  
in All Areas of Life

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

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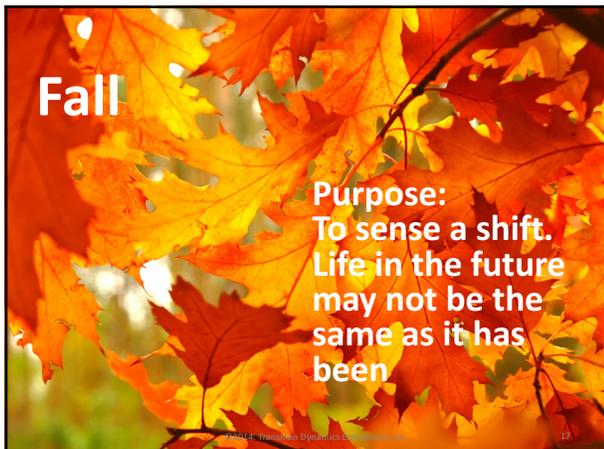
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Fall

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

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Signs of Fall

- Waiting for news
- Worrying about the future
- Unsettled and uneasy

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### Tasks of Fall

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

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### Early Winter

**Purpose: To retreat and reflect, searching for insights**

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### Signs of Early Winter

- Confused
- Tired/exhausted
- Desire to hibernate

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## 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!

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## Tasks of Winter Solstice

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

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## Late Winter

**Purpose: To create a plan based on your vision**

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## Signs of Late Winter

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

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## Tasks of Late Winter

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

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## Spring

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

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## Signs of Spring

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

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### Tasks of Spring

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

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### Summer

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

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### Signs of Summer

- Clear vision
- Confident
- In action

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## Tasks of Summer

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

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## 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.”

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## Keys to Change

- [www.keystochange.net](http://www.keystochange.net)
- [nancy@keystochange.net](mailto:nancy@keystochange.net)
- 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.

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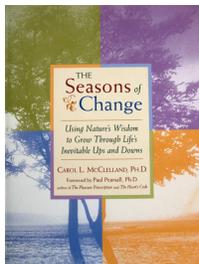
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# The Seasons of Change Books by Carol McClelland, PhD



[www.SeasonsofChange.com](http://www.SeasonsofChange.com) – Click on Books Tab

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