



Dr. Gordon Curphy – Curphy Leadership Solutions, USA

Key Concepts: Leadership

Leadership and Change

Dr. Gordon Curphy
Curphy Leadership Solutions
USA



1

Challenges

Countries, communities, organizations, and teams face a myriad of challenges:

- ◆ Pandemics
- ◆ Social unrest
- ◆ Globalization
- ◆ Border incursions
- ◆ Elections or coups
- ◆ Technology disruptors

- ◆ Shifting economic conditions
- ◆ New consumer preferences
- ◆ Remote work etc.

2

Change

Think about the **changes** needed to do the following:




3



Dr. Gordon Curphy – Curphy Leadership Solutions, USA

Change

Think about the **changes** needed to do the following:



Change Models

Three approaches to drive change:

- Community Change Model
- Rational Change Model
- Emotional Change Model

4

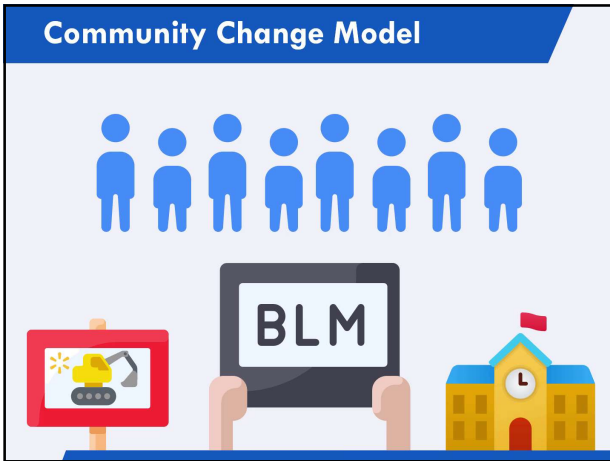
Community Change Model

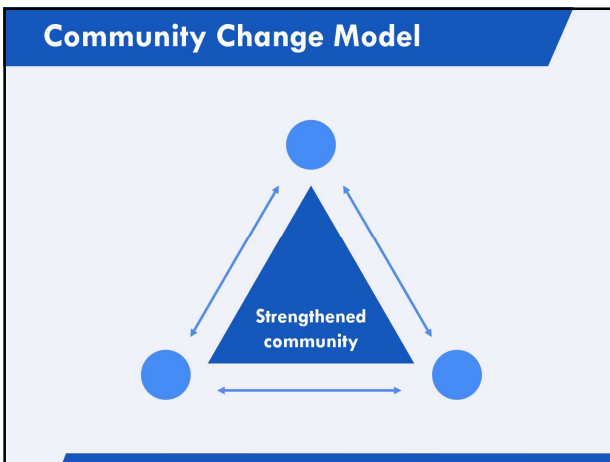


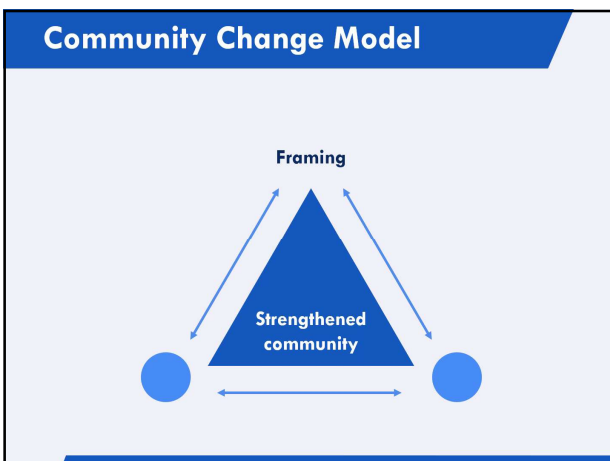
5



Dr. Gordon Curphy – Curphy Leadership Solutions, USA



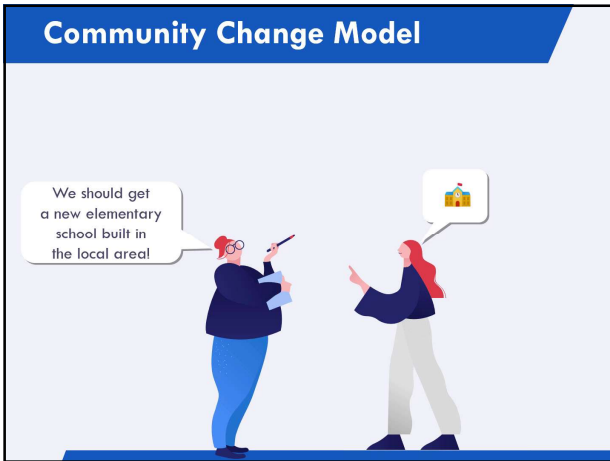


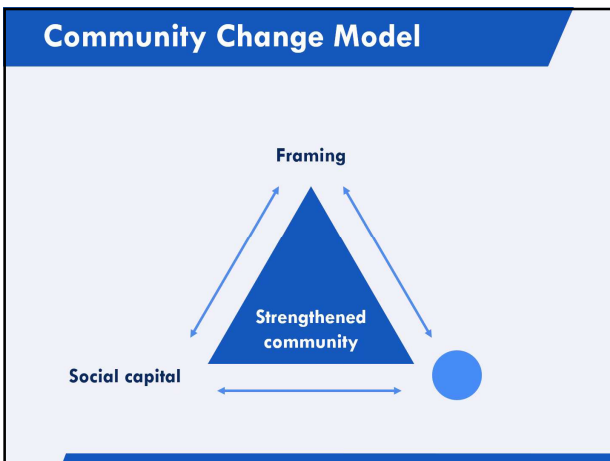




Dr. Gordon Curphy – Curphy Leadership Solutions, USA

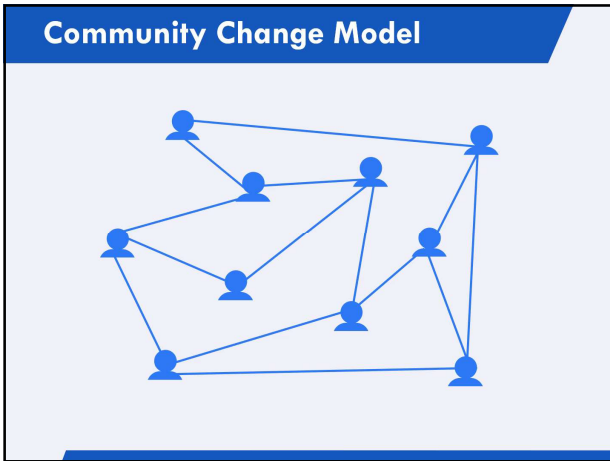


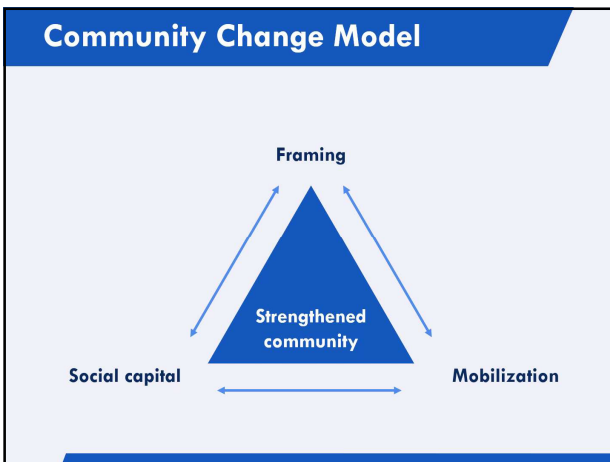


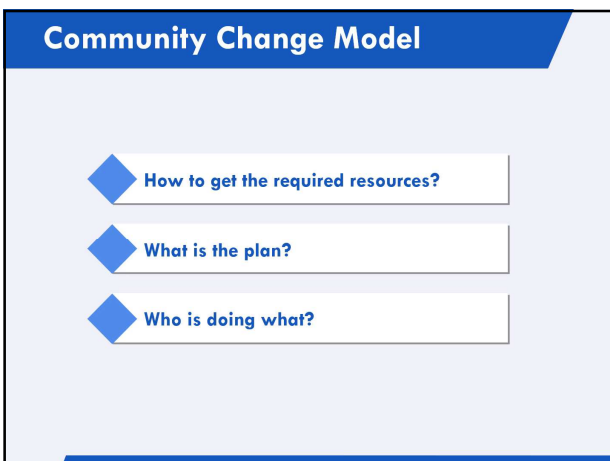




Dr. Gordon Curphy – Curphy Leadership Solutions, USA








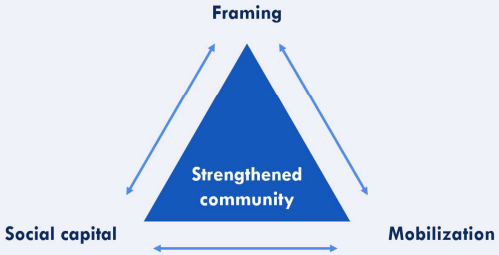


Dr. Gordon Curphy – Curphy Leadership Solutions, USA


Community Change Model



Community Change Model



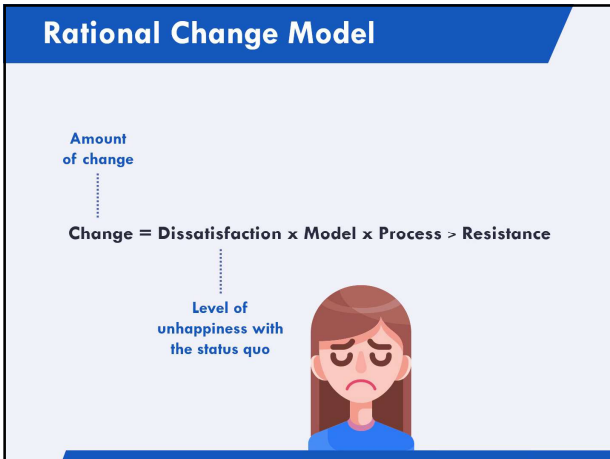
Rational Change Model

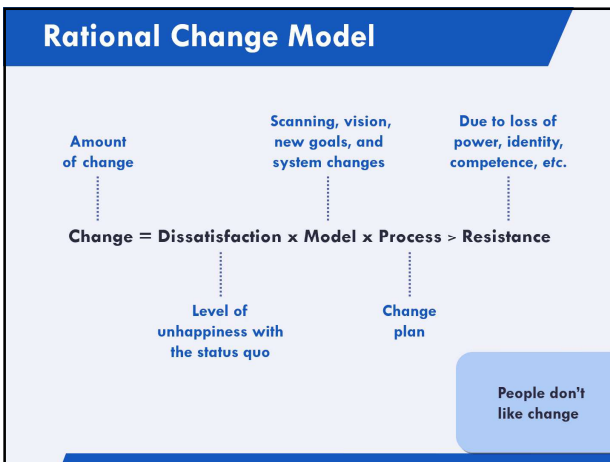


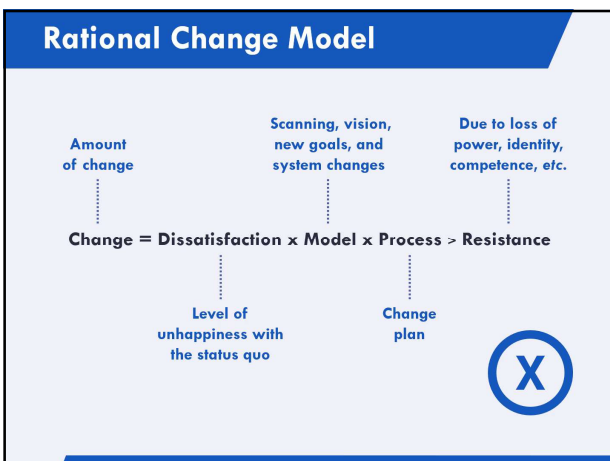
6



Dr. Gordon Curphy – Curphy Leadership Solutions, USA







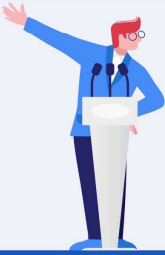


Dr. Gordon Curphy – Curphy Leadership Solutions, USA

Emotional Change Model

Three critical components:

- Charismatic or transformational leader




7

Emotional Change Model

Three critical components:

- Charismatic or transformational leader
- Willing followers



Emotional Change Model

Three critical components:

- Charismatic or transformational leader
- Willing followers
- Social or organizational unrest



Dr. Gordon Curphy – Curphy Leadership Solutions, USA

Leadership and Change

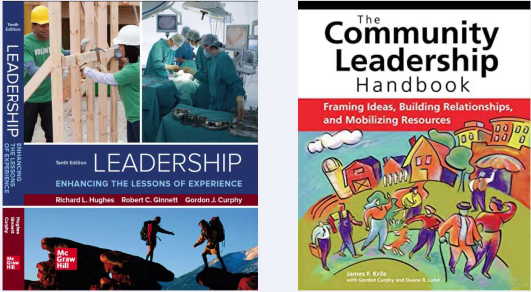
What change efforts have you been a part of or tried to implement? How successful were they?

Success often depends on choosing the right model, having the right skills, creating a critical mass, and sticking with it

8

For More Information

See chapter 16



9