Becoming the Change We Want to See in Communities in an Ever Changing Environment
Welcome to the Neighborhood

1 Month of Crime in the Neighborhood.
6 Months of Crime in the Neighborhood.

The neighborhood routinely has the highest crime rate in the state of South Carolina.
Why Embrace Change?

We’re hiring a Director of Change Management to help employees embrace strategic changes. Or we could come up with strategies that make sense, then employees would embrace change. That sounds harder.
Who wants change?

Who wants to change?

Who wants to lead the change?
YOU MUST LEARN TO EMBRACE CHANGE.

CAN WE CHANGE ANYTHING WE WANT TO CHANGE?

NO. YOU DON'T GET TO SAY WHAT THE CHANGES ARE. I DO THAT.

WILL THAT SITUATION EVER CHANGE?

NO. WHY NOT? YOU SAID CHANGE IS GOOD.

CHANGE IS GOOD.

FOR OTHER PEOPLE.

SO EMBRACE IT OR I'LL FIRE YOU.

WE LOVE CHANGE!!!
Why we Fear and Fail in Times of Change

- Change can be more negative than positive
- Change being done to us rather than with us.
- Change is taking us in the wrong direction rather than the right direction.
- Many Other Reasons?
It Doesn’t Have to Be this Way
Why Is Change Hard?

- What looks like laziness is often exhaustion
- What looks like resistance is often lack of clarity
- What looks like a people problem is often a situation problem
The Goal: A Model of Positive Organizational/Social Change

- Elevation of Inquiry
- Fusion of Strengths
- Activation of Energy
- Relatedness to Others

Inquiry into the Appreciable World

Low - High
Steps to Positive Transformation

- Elevate our Inquiry
  - Personal Grounding
- Fusion of Strengths
  - Differentiated Leadership
  - The Law of Three
- Activation of Energy: A New Set of Lenses to View Communities
Elevate Inquiry:

Personal Grounding

- Why are we burned out by Change?
  - Doing + Being Emotionally Stuck
  - Traumatized
  - We get stuck between two possibilities.
Elevate Inquiry: 
Personal Grounding

No Problem Was Ever Solved By the Same Level of Consciousness that Created it.
- Einstein

- Not the change that hurts, but what we think about the change
Fusion of Strengths: Differentiated Leadership

Great Leaders Must Do Two Things Simultaneously?

1. Take a Stand
2. Remain Connected
Fusion of Strengths:
The Law of Three

In any new thing coming into being there are three forces

1. Affirming
2. Denying
3. Reconciling
Activation of Energy
Traditional Social Change Focus

Physical Strengths (assets)

Universities

Problem

Agencies

Philanthropy

Government

Human Strengths (assets)
What if the Needs Map is Only Half the Story
What Makes Metanoia Different?

Metanoia’s Resources, Energy and Passion are focused on identifying and growing these

Physical Assets

Human Assets

Strengthened communities solve not only today’s Problems but problems yet to be identified

Problems
An accompanying language change

<table>
<thead>
<tr>
<th>Social service model</th>
<th>Community Capacity Model</th>
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<tbody>
<tr>
<td>“Services”</td>
<td>“Opportunities”</td>
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<td>“Clients”</td>
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<td>Problem response</td>
<td>Asset Identification</td>
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<td>Charity/ donor</td>
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And Obey the Iron Rule
Instill Aspirational Rise
Take the Oath for Compassionate Service
Food for thought

- How are we nurturing a new sense of consciousness within ourselves?
- Are we taking a stand AND remaining connected?
- Where do we see the law of three in our struggles? Can we reorient our view to recognize third force.
- What have the people you are serving invested themselves?
- Is leadership emerging among those being served?
- Are aspirations on the rise?
Steps to Positive Transformation

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- Activation of Energy: A New Set of Lenses to View Communities
QUESTIONS?

Rev. Bill Stanfield
Metanoia CEO
2005 Reynolds Ave.
North Charleston, SC 29405
843-529-3014
bill@pushingforward.org