

Upcoming Online Seminars

9/1/22 – Understanding Anxiety

10/1/22 – Building Better Mental Health

11/1/22 – 'Tis the Season: How to Survive the Holidays

To watch these online seminars, log in to your program's web or mobile platform and click on the 'Monthly Feature' tile or use the 'What's on Your Mind?' search tool.

Leading for Change

Change is everywhere, and for leaders, change is a necessary part of success. No matter what your position of leadership, you will likely experience change in the workplace whether you plan for it or not. From shifts in responsibilities, new project plans, changes in staff and more, it's always better to lead the change rather than be set back by it.

According to one study, 70% of programs for change fail to reach their goal. Take the right steps towards being a successful change-oriented leader with the tips below.

Clarify your vision

The first step towards change is knowing what those changes are. As a leader, you want your team to believe in your vision and see the bigger picture. In what direction are you leading your organization with these alterations? How will this affect everyone involved? Successful change leaders have a clear vision, communicate with their team and focus on a unified goal. You can read more about building your vision below.

Build your plan

Now that you have an idea of the changes you desire, you need a well-designed, action-oriented plan. Having and communicating a plan with clear steps will help your team feel more comfortable with changes. A plan will also help you stay on track. Communicate your plan and goals often and clearly whether that is through emails, videos or in person. However, if the environment or situation evolves, it's okay for your plan to evolve too.

Inspire others

One of the most important steps towards successful change leadership is how effectively you inspire your team to progress towards change. Successful leaders craft a vivid picture of what the future looks like and how changes affect everyone. If your team feels worried or stressed about your plans for change, this can hinder progress. Stay positive, connect with your team frequently and be the change you want to see from others.

Confront barriers

Oftentimes, change is met with resistance. Any kind of change comes with barriers, but predicting what these obstacles may be in advance can help you quickly overcome them when they occur. The path towards achieving a goal is rarely linear, so practice resiliency in handling roadblocks. Confront obstacles head-on and enlist the help of your team.

Hold yourself accountable

Finally, holding yourself to a high standard, committing to seeing your plans through to the end and accepting weaknesses are all critical to achieving long-term changes. Leaders should be accountable for what is and isn't working and be transparent about setbacks and successes with their team. Are you willing to admit where you might need help in a certain area? Are you able to persevere through challenges to achieve change?

Change doesn't have to be intimidating. Through openness and commitment, you can be a more successful change leader.

The Meditation Toolkit

Meditation can have a positive impact on emotional and physical health. Reduce your stress while boosting your self-confidence, empathy, compassion and patience by practicing mindful meditation every day.

For resources, practices and tips, visit www.meditate.tools today.

Building a Vision

There is no leadership without vision. A good vision is one that you and your team live and work every day. It is not just a statement but rather a source of inspiration and motivation. Craft a compelling vision with the tips below.

- **Self-reflect.** Take time to figure out what your values are in relation to your organization. What is important to you? Is there a greater purpose behind your work that motivates you? If you get stuck, enlist the feedback of coworkers or friends to help discuss ideas.
- **Imagine the future.** To help clarify your vision, imagine the future of your organization and team. How do you fit in and what direction would you like to see your work progress? When you have a few ideas, consider how each of them will affect your organization.
- **Write it down.** As with any goal, work-related or no, writing it down can help you realize it. Write down your vision and post it somewhere you can see every day. Make this visible to your team as well so that everyone is working towards a common dream.
- **Stay specific.** It can be tempting to make broad statements about general improvements. Try crafting a vision specific to you and your organization's values, goals and needs. This will help set a direction and purpose that reflects the unique culture of your organization and will make your vision stand out from others. You can also refine your vision over time and adjust as needed so that your vision stays relevant.
- **Communicate clearly.** Finally, you must take action towards your vision for it to be successful, and this includes communicating it with applicable parties. Discuss your vision with others and work towards it each day. When you write an official vision statement, make sure it is clearly written, positive and inspirational.

Take charge of the direction of your workplace and focus on building and honing your vision so that you and your team can work towards a common dream every day.