



Grip-Birkman & Change Management

How does our knowledge of God's empowerment of teams impact the process of change?



Introductions



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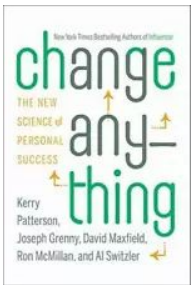
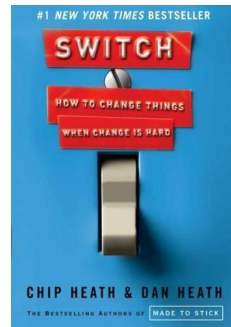
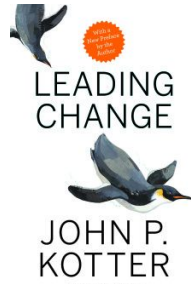
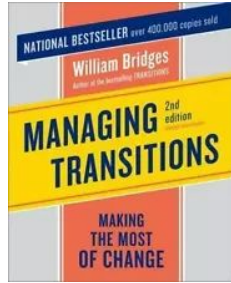
Change Management

The tools and processes to manage the people side of change to achieve the required business outcome.

- Prosci



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Connecting CM to GB

Understanding and Empowering the Body of Christ while navigating change.

Mandated



We have a required **WHAT**, let's make sure we are aligned on the **WHY**

Participatory



We know the **WHY**, let's work together to determine the **WHAT**

Blended



We know the **WHAT**, let's work together to determine the **HOW**

Defining Change

Types of Change

Internal Operations

- . policies
- . org structure
- . budget

Leadership with Volunteers

- . roles & responsibilities
- . new ministry leadership

Congregation

- . new programs
- . new vision

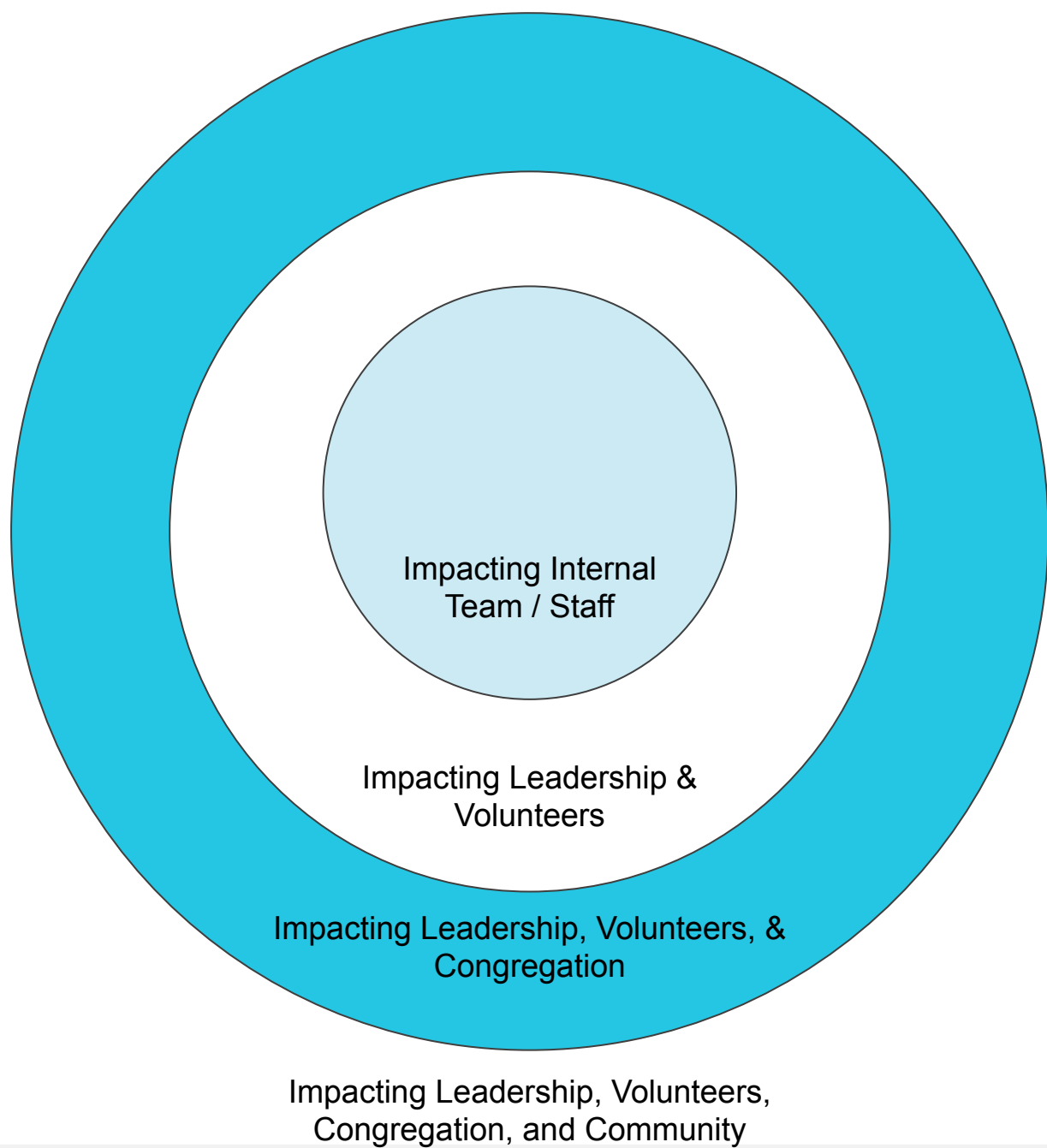
Community Facing

- . outreach
- . partnership
- . crisis management



Ministry Changes

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Ministry Changes

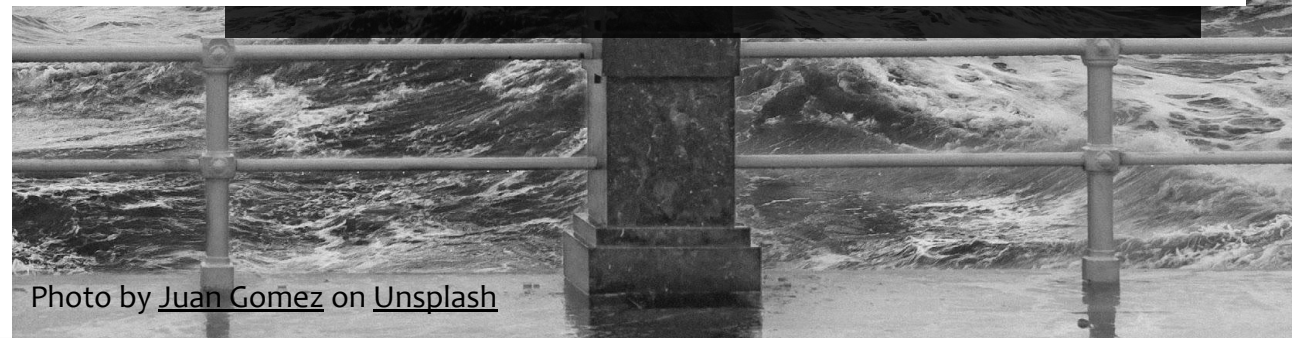
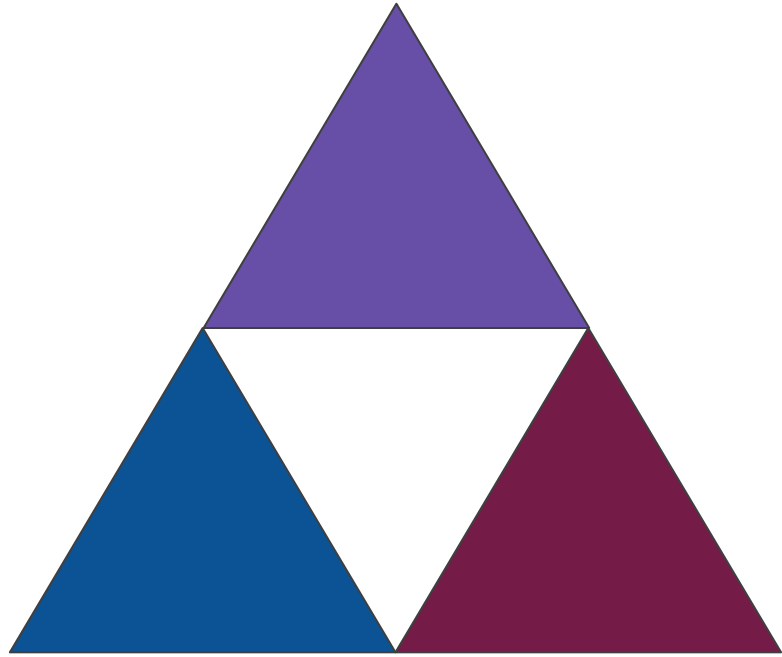


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Sponsorship



Change
Management

Project
Management



Success Factors



-
1. Define & Communicate
 2. Build Buy-In
 3. Equip & Train
 4. Remain Alongside
 5. Reinforce



Process of Change

Process Connected to Team Style Empowerment

It's time to connect the dots

Change Process

1. Define & Communicate
2. Build Buy-In
3. Equip & Train
4. Remain Alongside
5. Reinforce

Team Styles

1. Let's Go
2. Let's Stay Together
3. Let me Help You
4. Let's Be Careful
5. All

Body Building Role

1. Vision Sharer / Values Keeper
2. Active Listener / Team Builder
3. Equipping Releaser / Supporting Releaser
4. Values Keeper / Equipping Releaser / Team Builder
5. Active Listener / Values Keeper / Team Builder

What it IS

What it IS NOT

Resistance

What we Understand...

Significance

Role

Unity

Love

Cultural Values



Resistance with Grip-Birkman

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- Birkman's Needs & Stress
- Using our Gifts counteracts stress responses
- Liabilities may surface more quickly



Resistance with Grip-Birkman

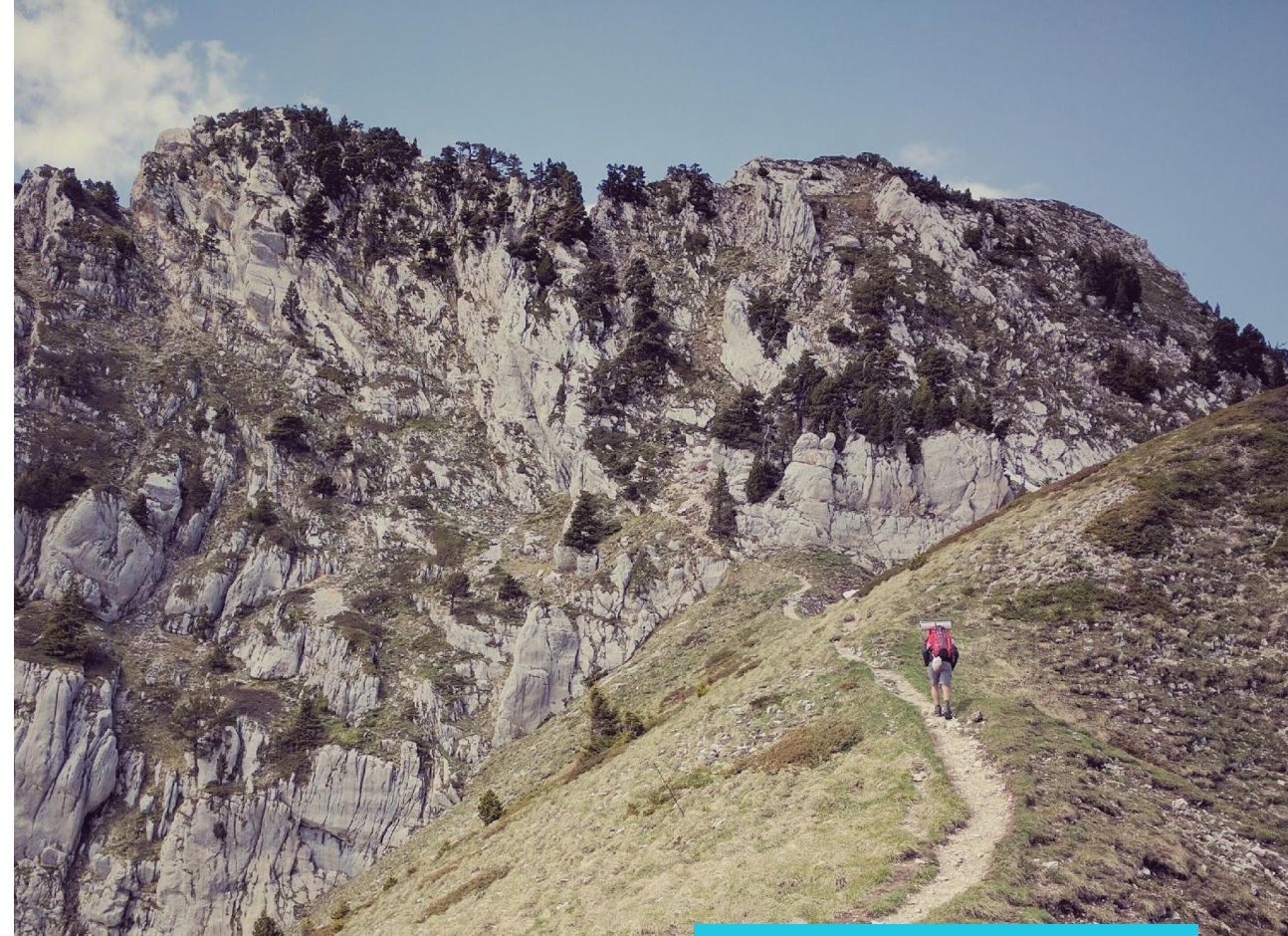
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Shared Expectations

Transparent Reporting

Consistent Accountability

Connected Consequences



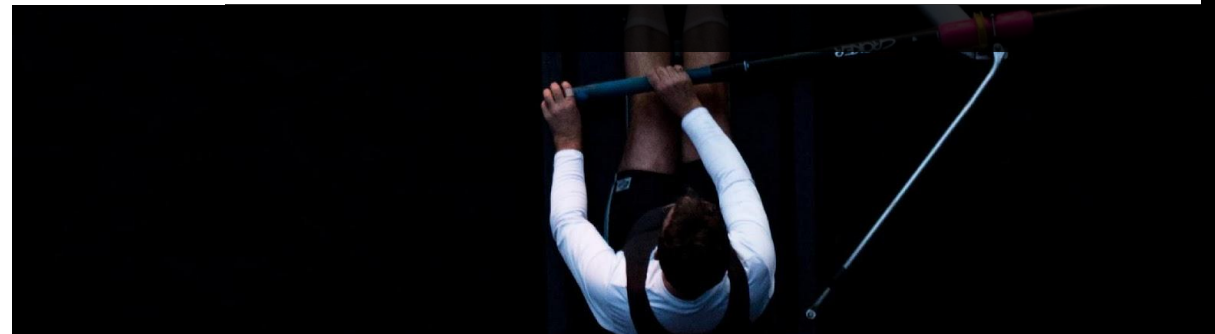
Sustaining Change

In order to sustain,
we must understand:

- 65/35
- Underlying Needs
- Types of Affirmation



Sustaining with Grip-Birkman

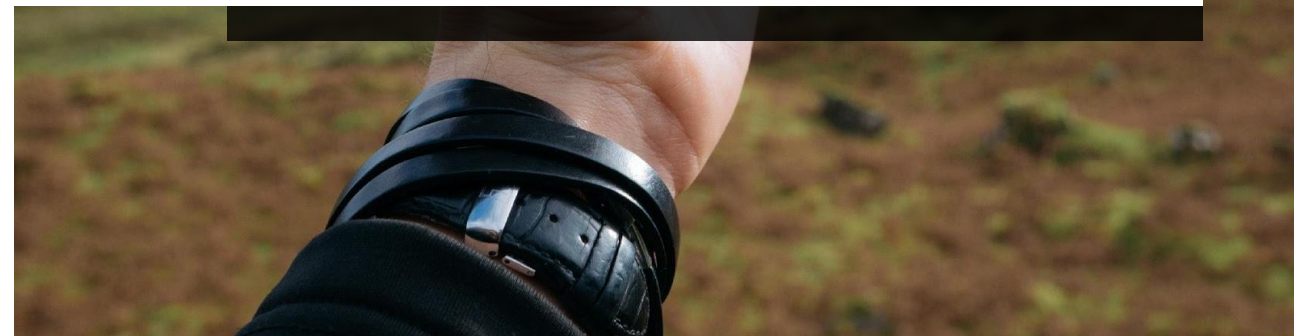


Change will be more effective if

- we navigate as a Team,
- using the Gifts we know
- with the shared foundation of Body Life paradigms



Conclusion



- Project based opportunity to dig in and learn
- 3 Two hour interactive sessions over 3 months
- 1 personalized coaching session around your project
- Tools, Templates, Assessments to support the principles
- Integration of 3 main CM methodologies
- Connection to Scripture and GB paradigms
- Content customized around your initiatives

*****For greatest impact, bring a teammate**

A Look Ahead

Course Overview



Questions

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Thank You

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