



Change Is My Favorite Flavor

**Lessons Learned, Habits to Keep
As We Continue Business Unusual**

**In conjunction with the
Wyoming Community Foundation Conference**

May 17, 2022

WHO WANTS TO LEAD CHANGE?



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strategy

CHANGE

- Research shows that our brains associate change with uncertainty
- *Our brains are hardwired to resist uncertainty*

CHANGING THE STATUS QUO

**SKILLS CAN BE BUILT SO THAT
WE CAN THRIVE IN CHANGE**



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CHANGE IS A CONSTANT



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CHANGE IS MY FAVORITE FLAVOR



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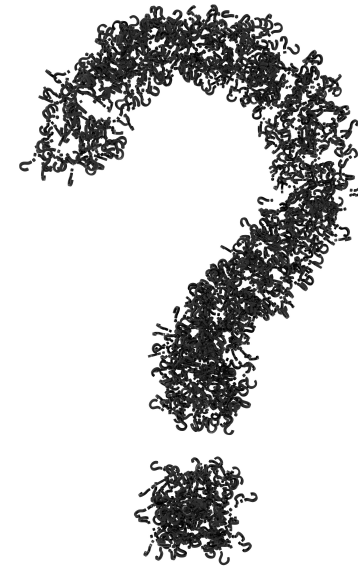
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WHAT HAPPENED, ANYWAY?

Virtual communication
Remote work
Tech challenges
Leadership vacuums
Tough financial decisions
Who is “essential”



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VALUABLE LESSONS



**We are all
connected!**

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VALUABLE LESSONS

**Fundraising
empowers
people.**



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VALUABLE LESSONS



**Employees' health
and well-being
matter.**

VALUABLE LESSONS

**The Power of
Unrestricted
Giving.**



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VALUABLE LESSONS



**Strong leadership
builds hope,
confidence and
community.**



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APPLICATION

- **Getting comfy with change**
- **Build skills**
- **Innovate, not stagnate**
- **Utilize tools**

OUTCOME: CHANGE IS A CONSTANT

Practice the Three C's of Change
Vision
Active Listening
Compassion & Empathy



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OUTCOME: BE AFRAID OF STAGNATION

Recognize & utilize board talents!



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OUTCOME: INVEST IN TOOLS & HACKS

Technology
Engaged board
Real strategies
Policies
Team building
Personal staff plans



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WHERE THE RUBBER HITS THE ROAD



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MOVING FORWARD

Relationships matter
Explicit vs. implicit/tacit
Small steps towards larger goals



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NOW, WHO WANTS TO LEAD CHANGE?



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