

Personal Leadership Activity

LEADING CHANGE

Overview

A simulation activity that allows pairs of participants to explore ways to approach and manage change

Purpose

To identify skills and strategies leaders can use to deal effectively with change

Time Required

10–25 minutes, dependent on group

Materials

None

WHAT	TIME	HOW	MATERIALS
Step 1: Setup	10 min	Have each participant select a partner and stand facing him or her.	
Step 2: Change Exercise in Pairs	3–5 min	Ask the partners to take a good look at each other and then turn away while each one changes one thing about his or her appearance. Facing each other again, each partner should try to guess what is different about the other.	
Step 3: Group Reflection	5–10 min	At the end of the activity, ask the full group the following questions: <ul style="list-style-type: none"> ★ Can someone share what happened in your group? (Ask 3 or 4 pairs to briefly describe what happened.) ★ What surprised you about this activity? ★ What patterns did you notice? ★ What was helpful to you as you tried to guess what was different about your partner? ★ What lessons can we draw from this activity to help us deal effectively with change? ★ What should we remember to do? ★ What should we remember to avoid? ★ Based on this exercise, what are some challenges that you think leaders face? ★ What one or two things are you going to do differently in your leadership role? 	