**Don't manage change—embrace it: Learner Guide**

<https://www.webjunction.org/events/webjunction/dont-manage-change-embrace-it.html>

Trying to make changes at your library can feel overwhelming. Where do you start? How do you get people on board? What do you do when you encounter resistance? Change management plans can help, but too often they frame the change as a problem to manage rather than an opportunity to reach for a shared vision. In this webinar, you’ll learn strategies for effective, positive change-making and examine how shifting your mindset to center growth and strengths can help you positively reframe change. You’ll also explore approaches to leadership, collaboration, and power-sharing that meaningfully engage impacted groups and plan for and address change anxiety and resistance.

Presented by: Dr Audrey Barbakoff

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| **What are your goals for viewing this webinar?** | |
| **Personal Goals** |  |
| **Team Goals** |  |
| **Growth mindset** | |
| Reflect on areas where you may have a fixed mindset and identify opportunities for growth. Where is your mindset fixed? Where do you have a growth mindset?  Fixed:  Growth:  What strategies or actions can you take to shift your mindset towards growth in those areas where you are fixed? | |

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| **Psychological safety** |
| Consider the importance of psychological safety in fostering a culture of openness and collaboration. What specific actions or initiatives can you implement to promote psychological safety within your library? |
| **Communication** |
| Reflect on the significance of effective communication during times of change. What communication strategies and channels will you utilize to ensure clear and transparent communication with all stakeholders, both those directly impacted by the change, and within the broader organization or community? |
| **Sharing power** |
| Recognize the value of involving those most affected by change in decision-making processes.  What steps can you take to actively engage and empower the most affected individuals or groups from the outset of the change initiative? |