



almaTM

STUDENT INFORMATION SYSTEM

Empower progress. **Spark potential.**

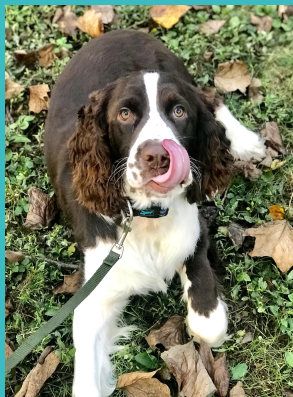


Framing Change Welcoming Our Champions

PRESENTED BY:

Michelle Cosner
Regional Director
Alma SIS

Introductions



Michelle Cosner

Regional Director

- Experienced Ed Tech Project Director
- M.Ed. Instructional Design and Technology
- Led NAEP's Digital Transformation Project
- Led College Board's Advanced Placement Program Course and Exam Redesign Project
- Passionate about access and equity
- Mom to two boys
- Cooking, hiking and exploring the outdoors with my husband and fun springer spaniel Samson

AGENDA

- The Flying V Story
- Be a Leader of Change
- People Side of Change
- Q&A and Resources



POLL:

Think about the last time you implemented a major system at your school. How did stakeholders react?

- A. All stakeholders embraced the change without any hesitancy**
- B. We had more than half of the team resist the change**
- C. We had a handful of the team resist the change**

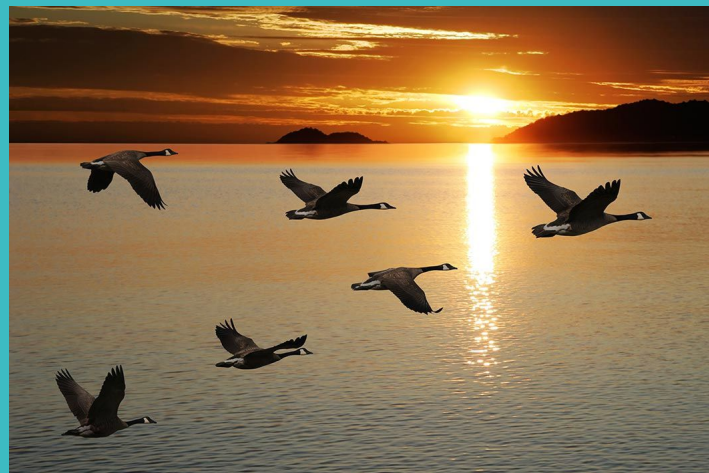
The Flying V Story

► The Flying V Story



Flying V Five Change Management Lessons

1. The importance of setting goals
2. The importance of teamwork
3. The importance of sharing the workload
4. The importance of empathy and understanding
5. The importance of encouragement



1. The Importance of Setting Goals

- Improves the likelihood of positive outcomes
- Creates a sense of community
- Provides alignment
- Makes change easier and faster



2. The Importance of Teamwork

- Build and draw upon strength of those around you
- There is greater drag when you fly alone
- Establish a team structure and communication plan
- Take advantage of the lift around you



3. The Importance of Sharing the Workload

- It works best to take turns on the hard tasks
- Leverages and respects each other's unique gifts and talents
- Empowers others
- Builds bench strength



4. The Importance of Empathy and Understanding

- Colleagues may have personal challenges we are unaware of
- Supports and helps others in difficult times mantra
- Emphasizes we are stronger together



5. The Importance of Encouragement

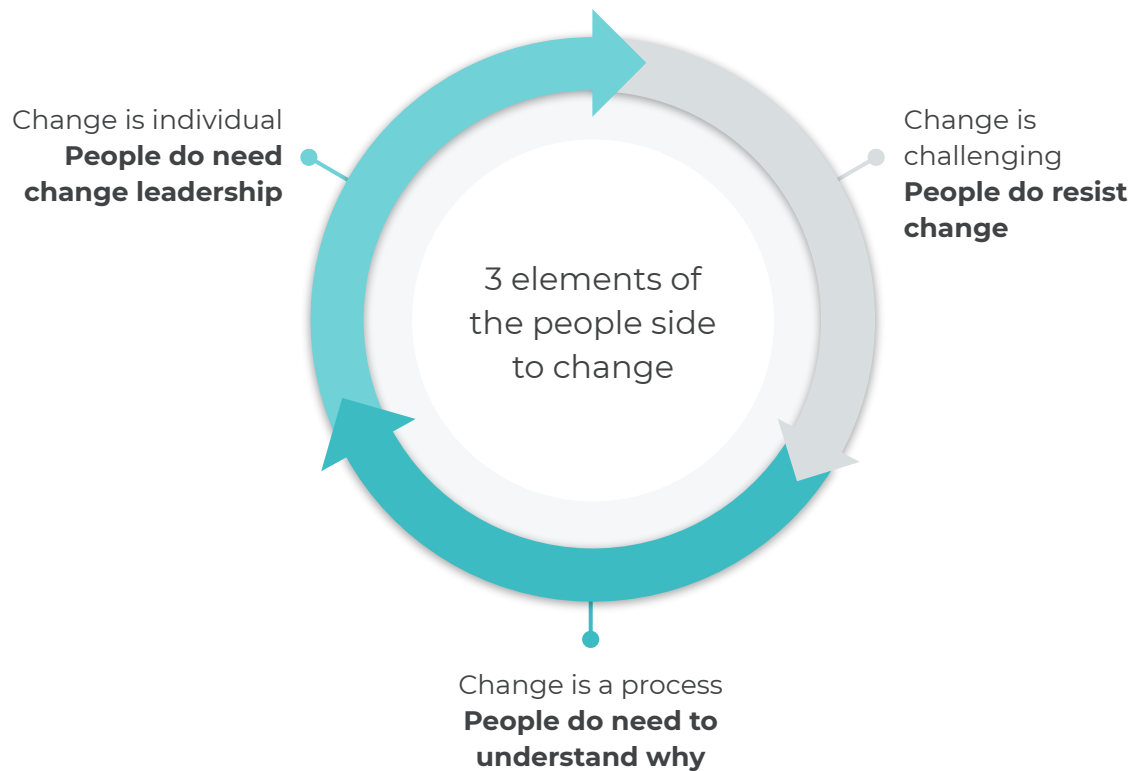
- Provides support
- Helps build confidence
- Offers hope and inspiration
- Fuels colleagues tanks
- Celebrate success



HONK ENCOURAGEMENT!

People Side to Change

The People Side to Change



SIS Change Impact Example

SIS is outdated and school district needs to streamline tasks to work smarter not harder



How will this Alma SIS change impact me?



What type of impact will this Alma SIS change have on my job?

A BIG opportunity to make a positive impact



Kotter's Change Management Framework

Kotter's 4 Change Principles

- Leadership and Management
- Head and Heart
- Select Few and Diverse Many
- Have to and Want to

**NO MATTER HOW YOU LOOK AT IT,
THE WORLD CONTINUES TO CHANGE**

faster.

Kotter's 8 step process for accelerating change

1. Create a sense of urgency
2. Build a guiding coalition
3. Form a strategic vision and initiatives
4. Enlist a volunteer army
5. Enable action by removing barriers
6. Generate short-term wins
7. Sustain acceleration
8. Institute change



Closing thoughts

Remember the Flying V for Change Management

1. The importance of setting goals
2. The importance of teamwork
3. The importance of sharing the workload
4. The importance of empathy and understanding
5. The importance of encouragement





We desperately need more leaders who
are committed to courageous,
wholehearted leadership and who are
self-aware enough to lead from their
hearts, rather than unevolved leaders
who lead from hurt and fear.

Brené Brown



Episode 6:

Leading through Positive Change

January 22, 11AM PST | 2PM EST

We've learned that the new normal is that there's no normal. How can you be a leader in change? How do you help your team go from freaked to geeked, from tired to inspired? Support a positive culture in your organization and promote a growth mindset for your team. Positivity is contagious.

References and Resources

- [National Geographic](#), Birds that Fly in V formation
- [Legend of the Geese](#)
- [Scientific American](#) Why do migratory birds fly in a V-formation
- [Dare to Lead](#) by Brene Brown
- [Lewin Freeze Change Management Model](#)
- [Kotter Change Model](#)
- [Kotter Sense of Urgency](#)



**Q&A
THANK
YOU!**

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This has been an



presentation

Visit **www.getalma.com** for more information.