

“And suddenly
you know... It’s
time to start
something new
and trust the
magic of
beginnings.”



"WE CANNOT
BECOME WHAT
WE WANT BY
REMAINING WHAT
WE ARE"

-Max Depree



CONGRATULATIONS



DON'T BE AFRAID
OF CHANGE,
IT IS LEADING
YOU TO A
NEW BEGINNING.

HONOLULU, HAWAII, USA

2027 ROTARY INTERNATIONAL CONVENTION



THE 3 C'S OF EFFECTIVE CHANGE LEADERSHIP



Organizational change initiatives are more likely to succeed if leaders:

- 1. COMMUNICATE**
Focus on the “why,” not just the “what” of the change, to increase buy-in.
- 2. COLLABORATE**
Break down silos, encourage boundary spanning, don't tolerate competition.
- 3. COMMIT**
Model persistence, adapt to challenges, and stay positive and patient.



Joni Domingo ✓
@thejcdpodcast

Be scared and do it anyway. Be under-qualified and get in the room anyway.
Be honest, show your imperfections.
Be prepared for mistakes.
Be unsure and show up anyway.

Comfort is the enemy of growth.
Get uncomfortable.

“

**IF YOU WANT TO CHANGE
YOU HAVE TO BE WILLING
TO BE UNCOMFORTABLE.**

@therandomvibez



CHANGE

ENTHUSIAST

(NOUN):

- (1) ONE WHO IS INSPIRED TO GROW BY HARNESSING THE POWER OF EMOTION;
- (2) ONE WHO TRUSTS THE FEAR, ANXIETY, FRUSTRATION, ANGER, AND/OR GRIEF THAT CHANGE BRINGS TO BE SIGNALS DIRECTING THEM TO THEIR GREATEST GROWTH OPPORTUNITIES;
- (3) ONE WHO PRACTICES CHANGE ENTHUSIASM

CHANGE

ENTHUSIASM

(noun):

- (1) The practice of harnessing the power of emotion to grow through change;
- (2) A growth mindset

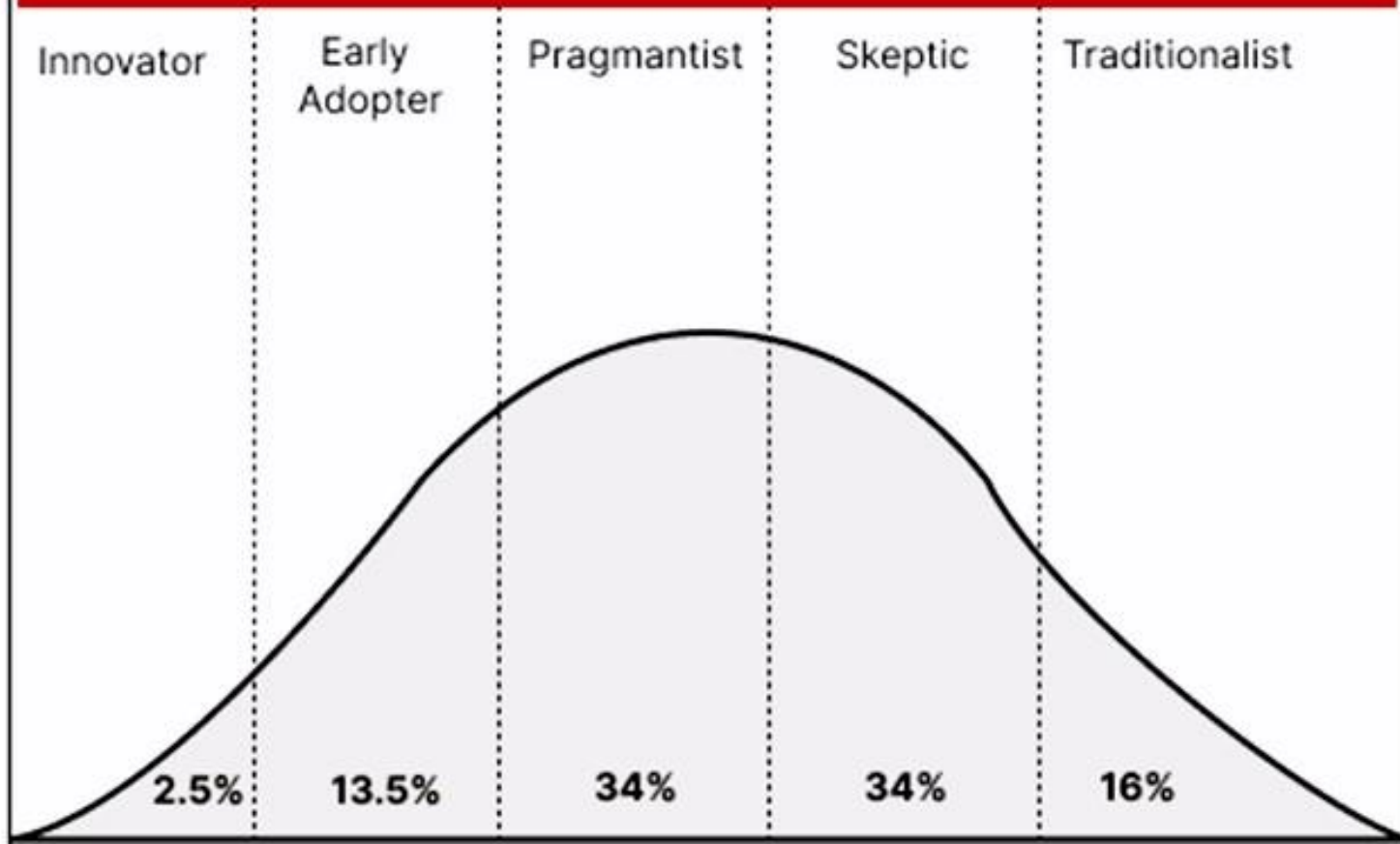
**"WILL IT BE EASY.
NOPE. WORTH IT?
ABSOLUTELY."**

**HUMANS ARE NOT
AFRAID OF CHANGE**

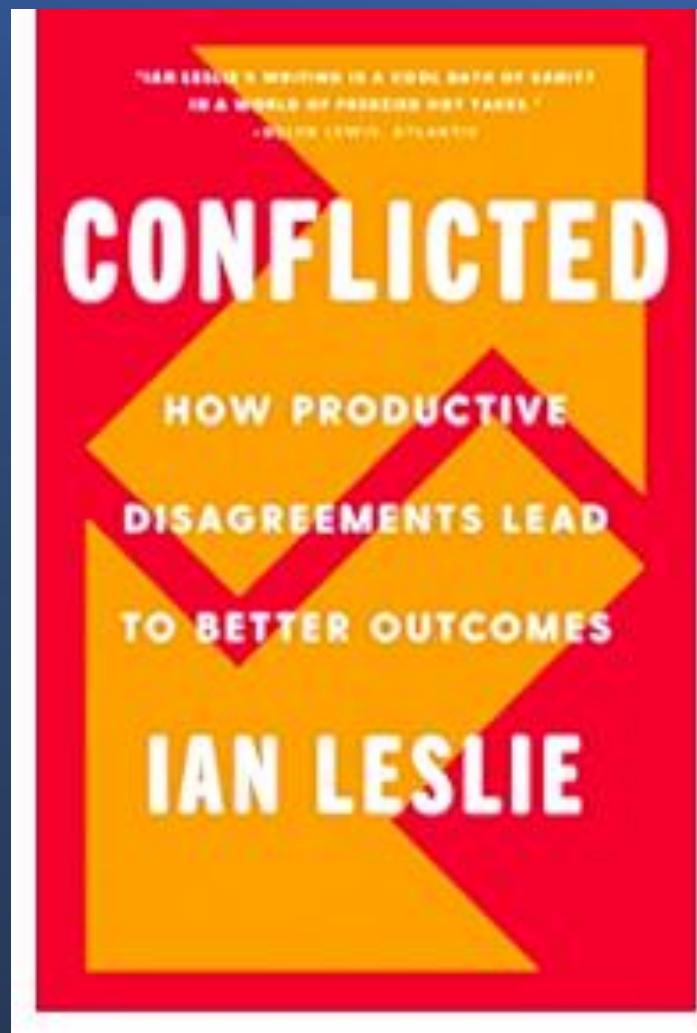
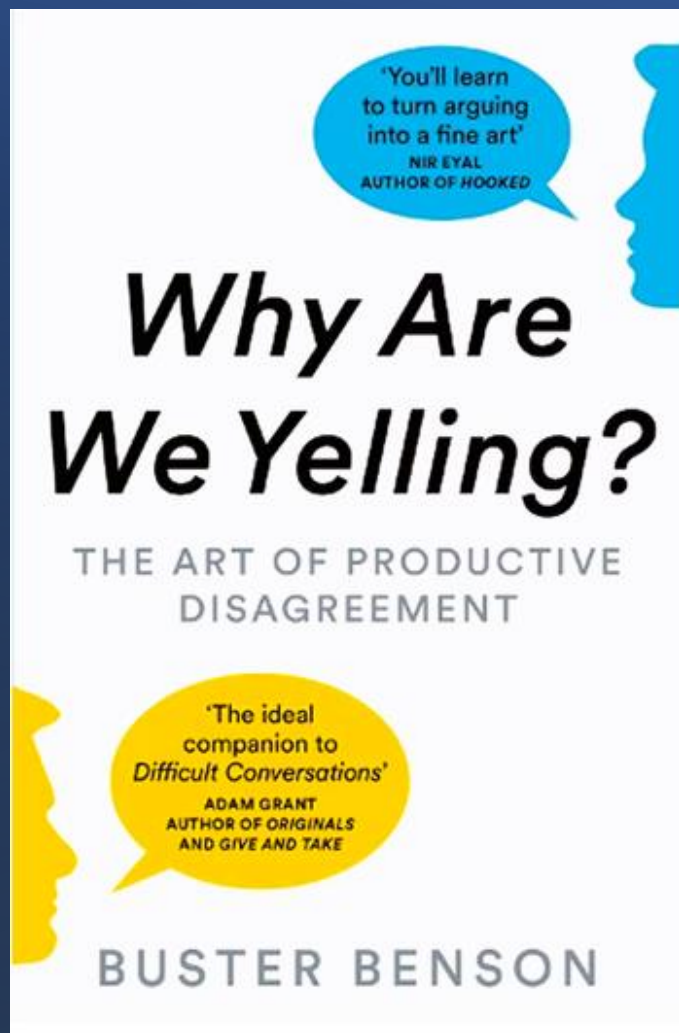


*humans are just
inherently afraid of
change*

THE CHANGE ADOPTION CONTINUUM



- **Innovators love to experiment**
- **Early adopters are usually enthusiastic**
- **Pragmatists are cautious, sometimes suspicious of a change**
- **Skeptics tend to be fearful of a change**
- **Traditionalists are often hostile to a change.**



The real challenge here is not to solve all disagreements... but to actually learn a bigger perspective through disagreement.

— *Buster Benson*
episode 519

HOW TO BE
AWESOME
AT YOUR JOB

WHEN YOU'RE IN A DEBATE
OR ARGUMENT:

SPEAK LIKE YOU'RE RIGHT,
LISTEN LIKE YOU'RE WRONG.

@MICHAELJMCQUEEN



"ACCEPTING THE NECESSITY OF CHANGE"

IN THE FACE OF CHANGE, WE'RE
OPEN, COLLABORATIVE, AND
CURIOUS ABOUT THE FUTURE AND
WHAT'S POSSIBLE.



HOW YOU GET FROM A CLOSED TO A CURIOUS MIND

CLOSED
MIND



COURAGE

CURIOUS
MIND

"This is how we've always done it."

"I already know the answer."

"That's impossible."

"There's no point in trying."

"I don't need to hear more."

"That's not my responsibility."

"I don't see how that would help."

"What if we tried something new?"

"I'd like to learn more about that."

"How can we make this work?"

"Let's explore the possibilities."

"Tell me more about your idea."

"What can we do differently?"

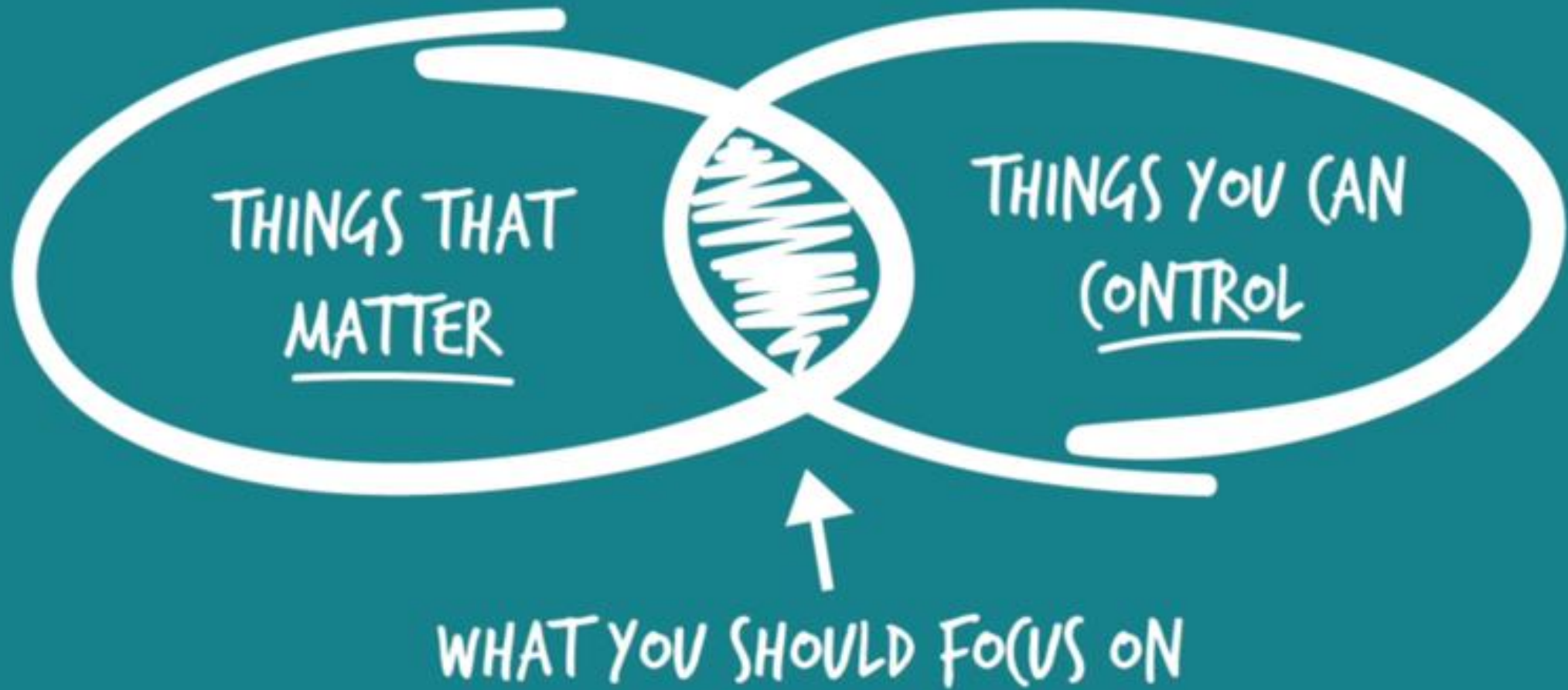
"What are the potential benefits?"

Resist Vs Embrace

Obstacles Vs Opportunities

Doubt Vs Belief

"Curiosity will conquer fear more than bravery will." -
James Stephenson

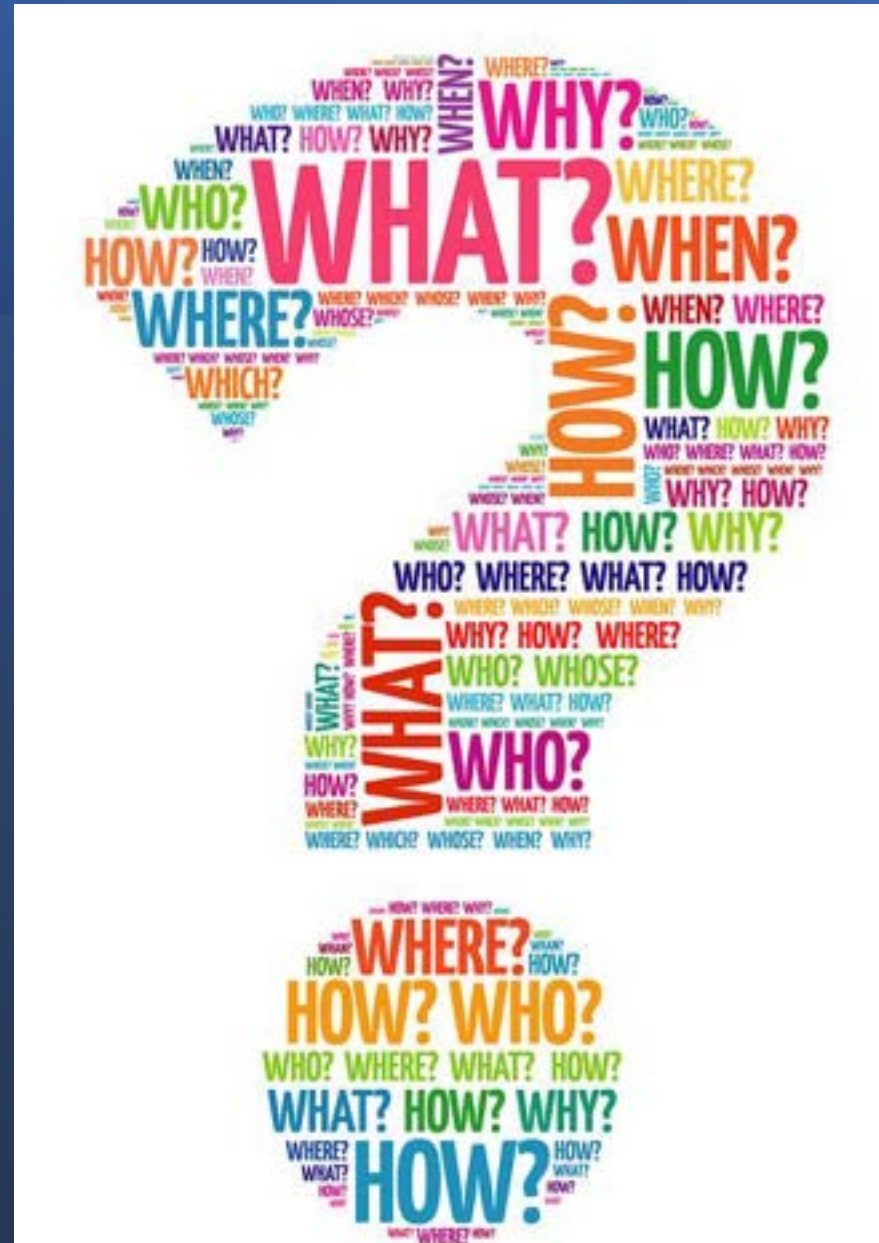


**What would we do if
we couldn't fail?**

**How did that make
you feel?**

**What's really going on
here?**

**Help me understand
why you feel that
way?**



How can we improve?

What do you think?

How can I help?

**What did we learn from
this?**



**IF YOU'RE
THE SMARTEST
PERSON IN
THE ROOM,
THEN YOU'RE IN
THE WRONG ROOM.**

Collective
impact
Complex Co-Create
Collaborate
Co-design
Co-Matters
Co-Define
Community-led
Co-produce
Contribute

Connection

The energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship.

Brené Brown



BE SOMEBODY
WHO MAKES
EVERYBODY
FEEL LIKE A
SOMEBODY.



NEVER LISTEN
TO SOMEONE
JUST BECAUSE
THEY'RE THE
LOUDEST

sometimes the most
powerful words come
from the softest voices



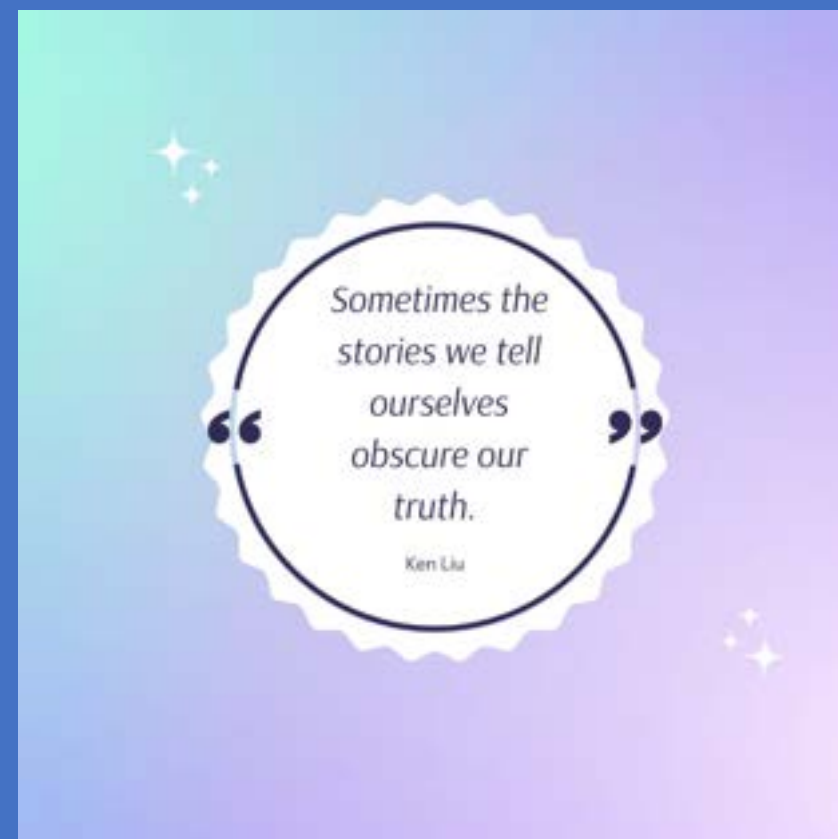
**ALWAYS PLAY
THE LONG GAME.**

MELROBBINS.COM



PEOPLE WILL FORGET
WHAT YOU SAID.
PEOPLE WILL FORGET
WHAT YOU DID.
BUT PEOPLE WILL
NEVER FORGET HOW
YOU MADE THEM FEEL.

Maya Angelou



“

The only way to 'find out if it
will work out' is to do it.

SIMON SINEK

GRACIOUSQUOTES.COM

“

To wish for change will
change nothing. To make the
decision to take action right
now will change everything!

NICK VUJICIC

GRACIOUSQUOTES.COM



**Small actions
can cause
massive
waves.**

**What more
can you do?**



Leadership Education And
Development Rotary Fellowship

**IN SIX MONTHS,
YOU WILL HAVE SIX
MONTHS OF EXCUSES
OR SIX MONTHS
OF PROGRESS.**

THE CHOICE IS YOURS.

MOTIVATIONMAFIA

If you're serious about changing your life, you'll find a way. If not, you'll find an excuse. -Jon Sincero

The Excuse -O-Meter



@fuelyourgrowth

GET
SHIT
DONE



“

FAITH IS TAKING
THE FIRST
STEP
EVEN WHEN
YOU DON'T SEE
THE WHOLE
STAIRCASE

”

FAILURE
IS NOT THE OPPOSITE OF
SUCCESS
IT'S PART OF SUCCESS

failure IS giving UP
WITHOUT learning
★ anything. NOT
EVERYTHING will WORK
out, but if YOU LEARN
SOMETHING from IT,
it's NOT a FAILURE. ★

@POSITIVELYPRESENT

TRY.

TRY AGAIN.

TRY ONCE MORE.

TRY DIFFERENTLY.

TRY AGAIN TOMORROW.

TRY AND ASK FOR HELP.

TRY FIND SOMEONE WHO'S DONE IT.

TRY TO FIX THE PROBLEM.

KEEP TRYING UNTIL YOU SUCCEED.

"A coach is someone who tells you what you don't want to hear, who has you see what you don't want to see, so you can be who you always knew you could be"

– Tom Landry

Business Coaching Quotes at terren-de-landry.com

If it doesn't
challenge you, it
won't change you.

– Fred Devito

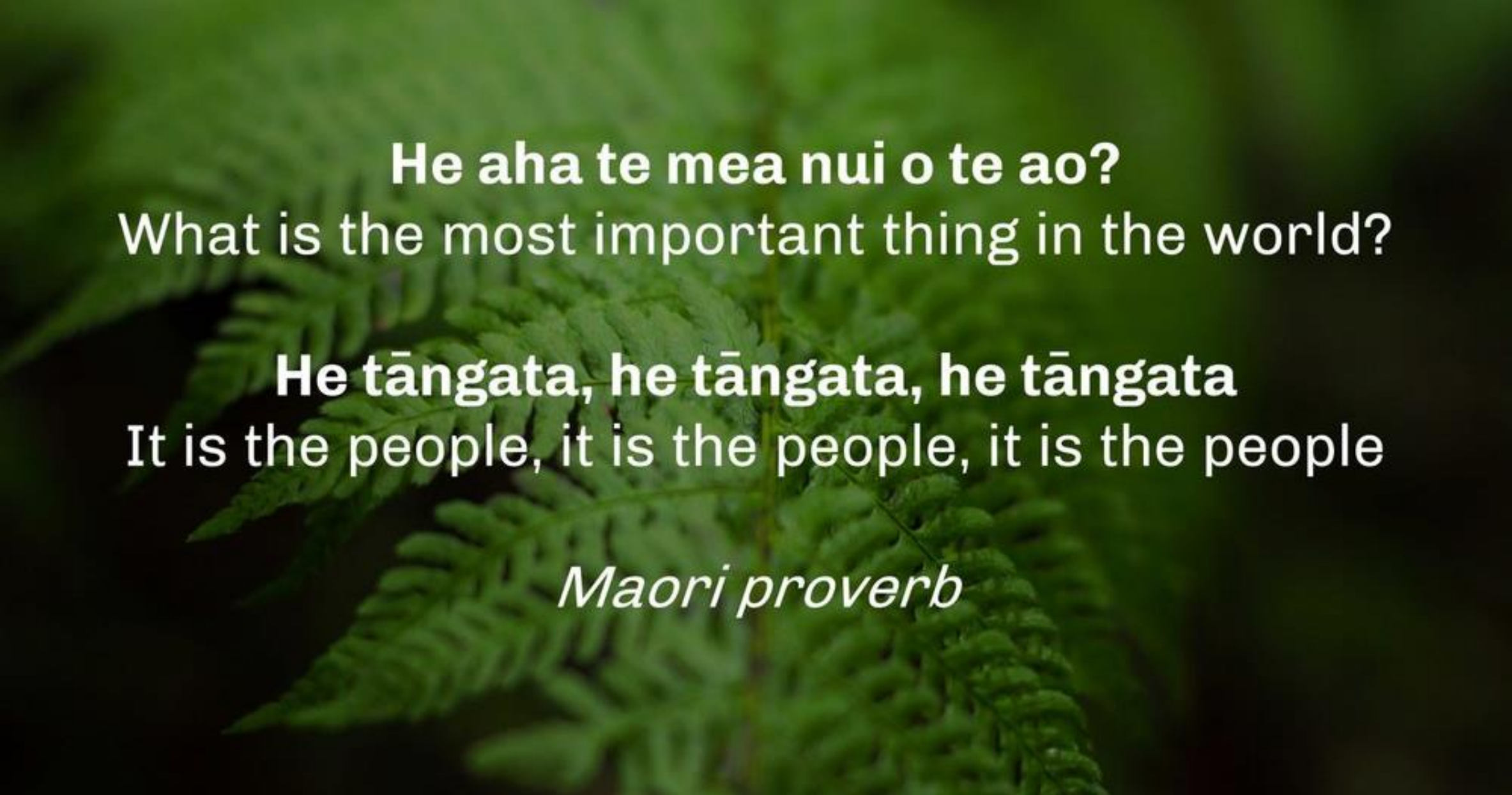
.COACH
NO EXTRAORDINARY COACHING REQUIRED

A good coach.....

- Listens
- Asks open questions
- Clarifies points made
- Encourages reflection
- Avoids 'telling'
- Builds rapport
- Is non judgemental
- Challenges beliefs
- Helps to see the big picture
- Encourages commitment to action
- Doesn't have all the answers
- Develops trust and respect
- Is solutions focused
- Has a strong belief that colleagues have the capacity to learn, develop and change.

INCLUSION





He aha te mea nui o te ao?

What is the most important thing in the world?

He tāngata, he tāngata, he tāngata

It is the people, it is the people, it is the people

Maori proverb

NOW'S

richersolutions.com

A poster with a black background and white text, centered within a white border. The text is arranged in four lines, with the second and fourth lines being significantly larger and bolder than the first and third lines.

IF YOU WANT TO GO FAST
GO ALONE
IF YOU WANT TO GO FAR
GO TOGETHER

I'M
A
PROUD
MEMBER



www.rotary.org



The best thing
about me...
I'm a limited
edition, there are
no copies. And I bet
right now you
are thinking

'Thank God'

thank
you



GLOBAL
CITIZEN.

Rotary



rotary action
group for peace
peace through service