

CHANGE

IS BETTER THAN

STAGNANT

Change is Better than Stagnant - from [Leadership Wisdoms](#)

One of the most dangerous times for any leader is when everything seems to be running smoothly. It is usually the lull before a storm, so the opportunity to review and reinvent certain aspects of the work you and your team do is not to be missed.

Seeking a pro-active approach not only pre-empts surprises as much as possible, it also provides insights into existing practices that may have been superseded or even are beginning to fail or show the strain.

When we stagnate and become reactive rather than responsive, we run the risk of being unable to cope and make decisions that are too quick to be properly thought through. When early consideration is made in advance of issues arising, we are able to think, plan and execute with a greater opportunity for success.

Stagnant can also mean that a group has settled into a particular – and often comfortable - way of thinking. It may have been successful in the past, but that is no predictor of future needs and as such might cause bigger problems in the future, especially where there is little or no drive for change.

Stagnant implies decay and stillness, rather than fruitful, alive and active. Change is always going to be a constant, so to ensure the mindset in a group assumes this is a better way forward will enable time for creativity consultation and design.

Celebrate and enjoy the constructive nature of change. Seek change as a common thread in the way you and your team approach the workplace, and do not be afraid to challenge the status quo within your own leadership area, or that of others.

5 Steps to Embracing Change

1. Actively appreciate that change is a good thing and encourage pro-active thinking.
2. Selectively consider any areas of responsibility that may have become stale or comfortable and dynamically assess for opportunities for change.
3. Encourage everyone in the team to reflect and suggest options for change. Be wide-ranging in seeking input from as wide a range of people as possible.
4. Be objective in noticing anything that has stayed the same and apply rigorous testing for adequacy.
5. Be first to make changes, rather than last.

How will you encourage pro-active change?

About Martin

Martin Haworth is a leadership coach and trainer based in Gloucester England. He coaches individuals one-to-one developing their leadership skills, on their personal development and career planning. He also works with organisations helping them deliver effective leadership throughout their organisation in a kind, supportive and motivational way. martinhaworth.com

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