

KANSAS GFOA

Fall Conference
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Session Title...

“A thoughtful and optimistic outlook on the power of change in your life. The fiscal challenges you face offer new opportunities and exciting potential for you and your organization.”

Or...

A reflective message as we close the conference.

In One Hour...(or less)

- Think
- Reflect
- Anticipate
- Impress
- Create opportunity

Outline

- My Premises
- Power of Organizational Resistance
- Power of Change – The Motivators
- Power of You
- Power of Perception
- Power of Possibilities
- Power of Change – A Model, Small Steps, The Future

Everyone in this room is a leader

“One person can make a difference, we are all players and therefore need to positively influence the outcomes.”

Power of Change: The Future

The traditional role of the finance office(r) is changing and finance professionals at all levels have the opportunity to be catalysts for departmental and organizational change.

The Way We Were

- Sound financial position
- Stable economic conditions
- Reliable financial trends
- Consistent budget practices
- Satisfied employees
- Stable organizational models
- Generally content population

The Way We Are

- Uncertain financial position
- Unstable economic conditions
- New financial trends
- Unfamiliar budget practices
- Worried employees
- Changing organizational models
- Anxious population

The Leadership Challenges

- Broadest and deepest economic recession in our lifetime. The past is no longer an indicator of the future.
- Recession-prone federal and state governments with an uncertain future. We can't rely on them anymore.
- Managing and leading in the 21st century within structures and boundaries created in the 19th century. Can the model work?
- Demand for services exceeds supply of resources. Political leaders are not adjusting well to this reality. Tougher choices await.
- Challenged (personally and professionally) like no other time in our past. Look in the mirror to find solutions.

From home builders to remodelers

The New Normal Means

- Slower economic growth – about 60% as fast
- Slower growth of investments, incomes, profits, wages
- Less consumption, more saving
- Chronic government deficits and cuts in service
- Worries about how to pay for past promises
- More uncertainty in our personal and national futures
- A whole new way of looking at **opportunities**

Power of Organizational Resistance

- Traditional boxes, boundaries and bureaucracies
- Your own personal and professional abilities
- The political cards you have been dealt
- The risk/award factor is not in your favor
- The day to day demands are enough
- Not really sure what to do or how to start

Power of Change: The Motivators

- Employee expectations
- Professional challenge
- Personal growth and development
- Leadership possibilities
- Future depends upon it
- Citizens expectations

The Power of You

- Organizational role
 - Positional responsibility
 - Personal expectations
- Your health and welfare
 - Emotional: your capacity to reason
 - Physical: your capacity to handle
- How are you doing?
 - Personally
 - Professionally

Power of Perception

- Innovator and creator
- Status quo protector
- “Old stuck in the mud”
- Pushes, motivates, and leads
- Value-added contributor
- Knows his/her exact date for retirement (and talks about it)
- “Go to” person
- Avoid at all costs
- Running out of gas
- Not sure
- Other...

Power of Possibilities

- Combine strength of position and personality
- Leaders are needed, now more than ever
- Your potential is unlimited
- Small steps are good steps
- Spend time on what really matters
- Explore, learn, grow, expand
- Exceed expectations

Power of Change: A Model

- Determine your priorities (balance)
- Create and take initiative (lead)
- Believe in what you are doing (passion)
- Nurture and incubate (patience)
- Stay true to your message (communicate)
- Hold people accountable (meaning)
- Celebrate successes (rewards)
- Learn and adapt (flexible)

Power of Change: Small Steps

- Listen and learn
- Offer ideas
- Care
- Accept uncertainty
- Be a mentor
- Be a role model
- Volunteer

Power of Change: The Future

- This is really hard work
- Fundamental shift in organizational priorities
- This can not be done with old paradigms
- Individual roles and responsibilities are changing
- The future workplace: adaptable, fluid and flexible
- Seek, find and challenge your emerging leaders
- Building trust is more important than ever
- What an **opportunity** we have!



Paradoxical Commandments of Leadership