

Session 6

LEADERSHIP LESSONS LEARNED FROM THE 'WINDS OF CHANGE' ... YASI, A CASE STUDY

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Someone once said People don't resist change. People resist being changed!
But every day in organizations, we are being changed! Change is imposed on us. It is rarely our idea, yet we are expected to cope.

The recent Tropical Cyclone Yasi was a dramatic example of people being changed! People did not want this cyclone to happen. People were frightened. They did not know if they could cope. So Queensland leaders had to prepare them for 'the change' that was impending, and support them through it.

This is exactly what happens time after time in organizations. Typically, change is imposed. Once again, people don't necessarily want the change to happen. People are frequently frightened. And they don't know if they will be able to cope. Yet, in organizations, leaders are often unaware of the need to prepare people for the impending change, and they often fail to support their staff through it.

This paper compares leadership during Cyclone Yasi with leadership that frequently occurs in organizations, and identifies what is required for successful transition through imposed change.

Presenters Biography

Hilary Langford established Oliver & Langford Organizational Consultants in 1984. Since then she has developed a formidable reputation addressing the people-aspects of organizational change in the public, private, academic, sporting and community sectors in all Australian states, as well as in NZ, PNG and the UAE.

She has worked with staff from more than 30 universities in Australia, NZ and SE Asia. In 2005, she received ATEM's President's Award for 'recognition in educational administration and outstanding contribution to ATEM.'