

# Be a Change Agent with Purpose

Once you have stepped into a new role or made a career transition, your clients and constituents, your management, your peers, your team, your patients, your mentees look to you for instituting change. This is your empty canvas; you get to create what you want! The thoughts, ideas, recommendations, and strategies that you share all lead up to their transformation, i.e., creating change.

- What challenges do your clients struggle with and how will you will solve them?
- How will you walk them through your proven process?
- Which workflows and processes should be run more smoothly?
- What are the new operations and procedures you will communicate?
- How you will make your team, their work product and the overall function more efficient?
- How will the strategic direction change?

These questions are to help you get started. In this exercise, complete what you feel makes the most sense to focus on in your role as their expert advisor and leader. Draw from your experience, wisdom, lessons learned, education, stories, struggles gathered over time. All of these were not random. They were placed in your path for a reason, so you can support and serve others.

*Lead* them. There are people waiting for you to *lead* them.

**The gaps and voids that are to be filled are:**

**The heart-centered approach I will take is:**

**The engaging team experience I will create is:**

**The blind spots I will highlight are:**

**The expected challenges I will address are:**

**The kind of community I will create is:**

**The improvements and efficiencies I will make, are:**

**The strategies, processes, systems and best practices I will repurpose are:**

**The legacy processes, systems, methods, and old way of doing things I will retire are:**

**The Plan B and contingency plans I will develop and put in place are:**

**The expertise and support I will enlist will be from these resources:**

Also, think of who can help you and your team. Whom can you partner with?

What material (books, discussions, blogs, news) you can read to get up to speed?

What have other leaders done, who have been in your shoes? Look up and across the ladder. Externally, whom can you reach out to?

Who in your network has similar expertise which you can leverage and bounce ideas off, of?