

Change Management

A Case Study of the Cypress School District, ,2006

Orange County Department of Education

February 27, 2012

Change Management

Panel Members:

Sheri Loewenstein, former Superintendent, Cypress School District

Tracy Mouren-Laurens, Administrative Director, Human Resources/Instruction

Joan Brister, Executive Assistant to the Superintendent

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February 27, 2006, the event:

From Joan's Perspective

From Tracy's Perspective

From Sheri's Perspective

“Honor the Past While Stimulating Progress”

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The leadership Challenge of Change Management:

Any time a new leader comes into an organization, department, school, etc., stress is created, even if the leader “does not change anything” (Sheri)

Observable Skills, Actions, and Behaviors (Tracy)

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LEADING AND MANAGING COMPLEX CHANGE,

Knoster

Taken from a presentation by Knoster at a Special Education Conference in 1991

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Even with the most sensitive new leader, it takes time to build credibility and establish trust, but,

We guarantee it can be accomplished!

Closing Comments/Questions