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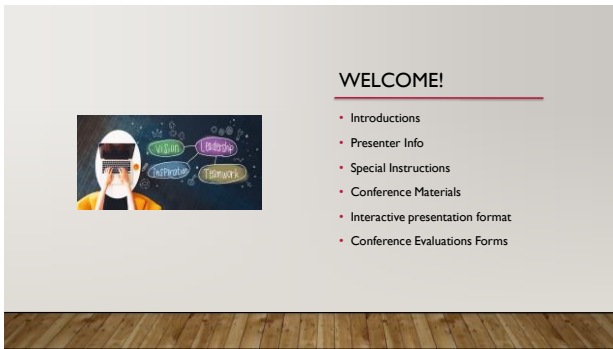
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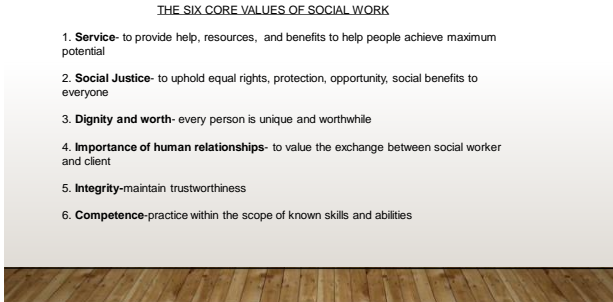
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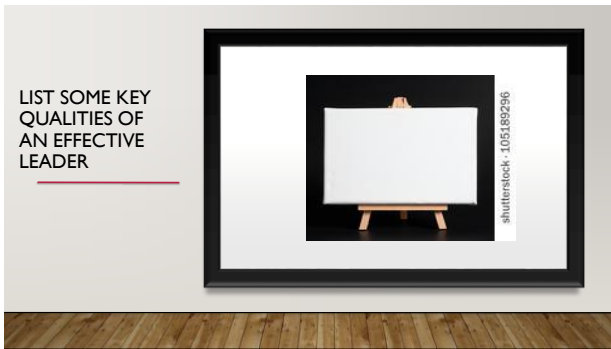
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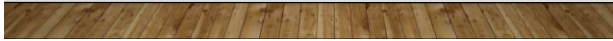
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PRINCIPLES, BELIEFS AND QUALITIES

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UPHOLDING AND PROMOTING PERSONAL  
DIGNITY AND RESPECT  
ESTABLISHING A CULTURE OF TRUST



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PRINCIPLES, BELIEFS AND QUALITIES (CONT.)

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RESPECTING THE RIGHT TO SELF-DETERMINATION  
MAINTAINING A NON-JUDGMENTAL ATTITUDE



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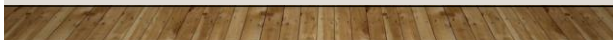
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PRINCIPLES, BELIEFS AND QUALITIES ( CONT.)

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ADVOCATING FOR POSITIVE CHANGE  
WORKING WITHIN THE CONTEXT OF FAMILY,  
COMMUNITY AND SOCIETY



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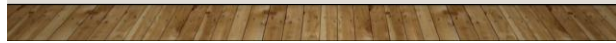
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PRINCIPLES, BELIEFS AND QUALITIES (CONT)

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HELPING OTHERS MAXIMIZE THEIR POTENTIAL,  
STRENGTHS AND ABILITIES

TREATING EACH PERSON AS WHOLE



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SOCIAL WORKERS AS "CHANGE AGENTS"

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**"Every Leader Must Be A Change Agent..."**

Forbes.Com



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THE ONLY CONSTANT IN LIFE IS CHANGE PLUS

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THE RESISTANCE TO CHANGE

AND THE MORE PERSONAL THE CHANGE, THE MORE  
RESISTANCE TO CHANGE THERE IS



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WHO DO YOU SEE AS A CHANGE AGENT

- SOCIETAL CHANGE AGENTS
- CHANGE AGENTS IN OUR PROFESSION
- PERSONAL CHANGE AGENTS
- TIMES YOU HAVE BEEN A CHANGE AGENT



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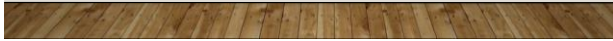
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WHAT ARE SOME OF THE CHARACTERISTICS OF BEING A "CHANGE AGENT"

- Flexible**  
Navigate towards a solution, letting others have "their" way. Everyone walks away feeling as though they have won.
- Courageous**  
Change agent leaders are willing to receive criticism and still move forward.



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WHAT ARE SOME OF THE CHARACTERISTICS OF BEING A "CHANGE AGENT"

- Relational**  
Good change agent leaders value the opinions of other people and work hard to gain trust.
- Strategic**  
A change agent leader realizes there are steps to take and they carefully choose the timing of when to take them.



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WHAT ARE SOME OF THE CHARACTERISTICS OF BEING A "CHANGE AGENT"

**Creative**

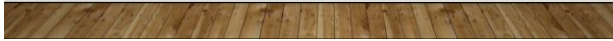
Good change agents are able to see paths to success others can't yet see.

**Intentional**

Change agent leaders make change for a specific purpose.

**Thorough**

A good change agent follows through on commitments made and sees the change to fruition.



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CHALLENGING THE MYTHS THAT  
HELPING PROFESSIONALS:

- ARE TOO IDEALISTIC
- NEED TO THINK MORE LIKE PROFIT SECTOR LEADERS
- NOT IMPORTANT ENOUGH TO BE "INVITED TO THE TABLE"

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CHALLENGING THE MYTHS THAT  
HELPING PROFESSIONALS ARE OFTEN:

- ANCILLARY VS. PRIMARY
- FOLLOWERS VS. LEADERS
- PROCESS VS. RESULTS ORIENTED

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- PROMOTING OUR ROLES AS LEADERS
- EDUCATING OTHERS AS TO HOW WE LEAD
- CREATING A VISION
- MOTIVATING OTHERS
- GENERATING POSITIVE SOLUTIONS

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What keeps you from exercising your full leadership potential ?

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Q&A AND SUMMARY



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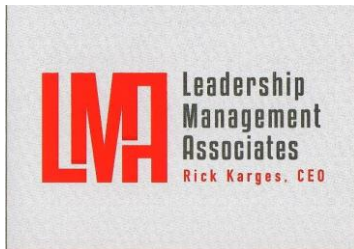
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[www.leadership-management.org](http://www.leadership-management.org)



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