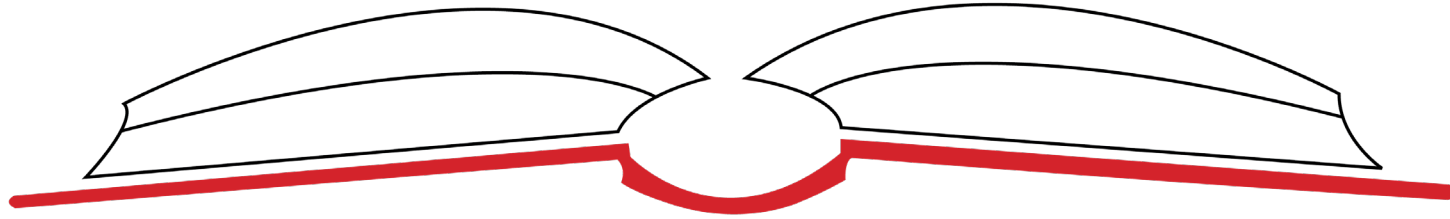


lit•er•a•cy



LITERACY COUNCIL of TYLER

Organizational Success in Times of Change

- Whitney Patterson, Executive Director
- Kerri Watts, Director of Operations

Introductions



Whitney Patterson
Executive Director



Kerri Watts
Director of Operations

Change = Opportunity

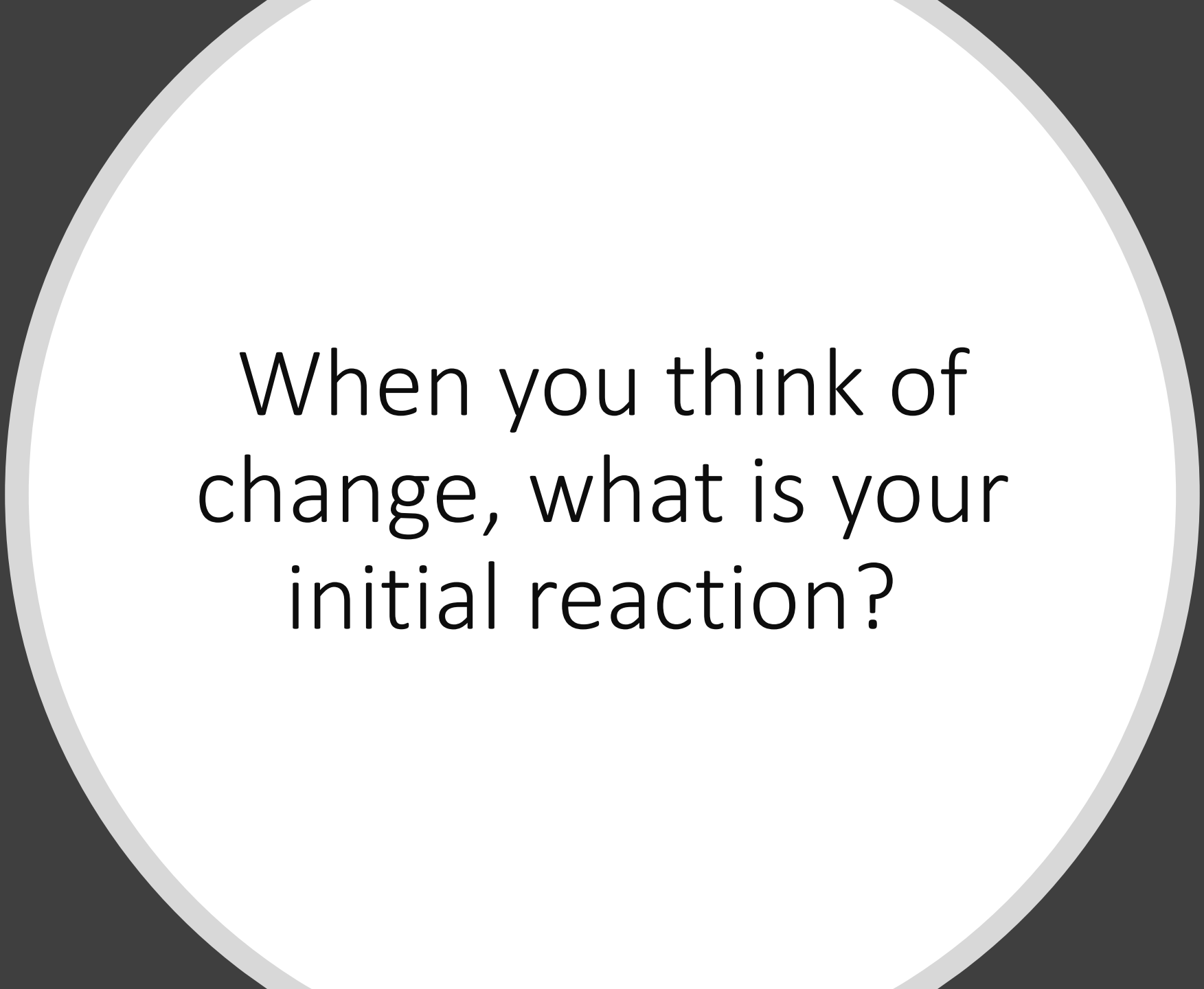
"Change is not a
4-letter word!"






Scan the QR
code to answer
the upcoming
questions.

[Padlet.com](https://padlet.com)



When you think of
change, what is your
initial reaction?



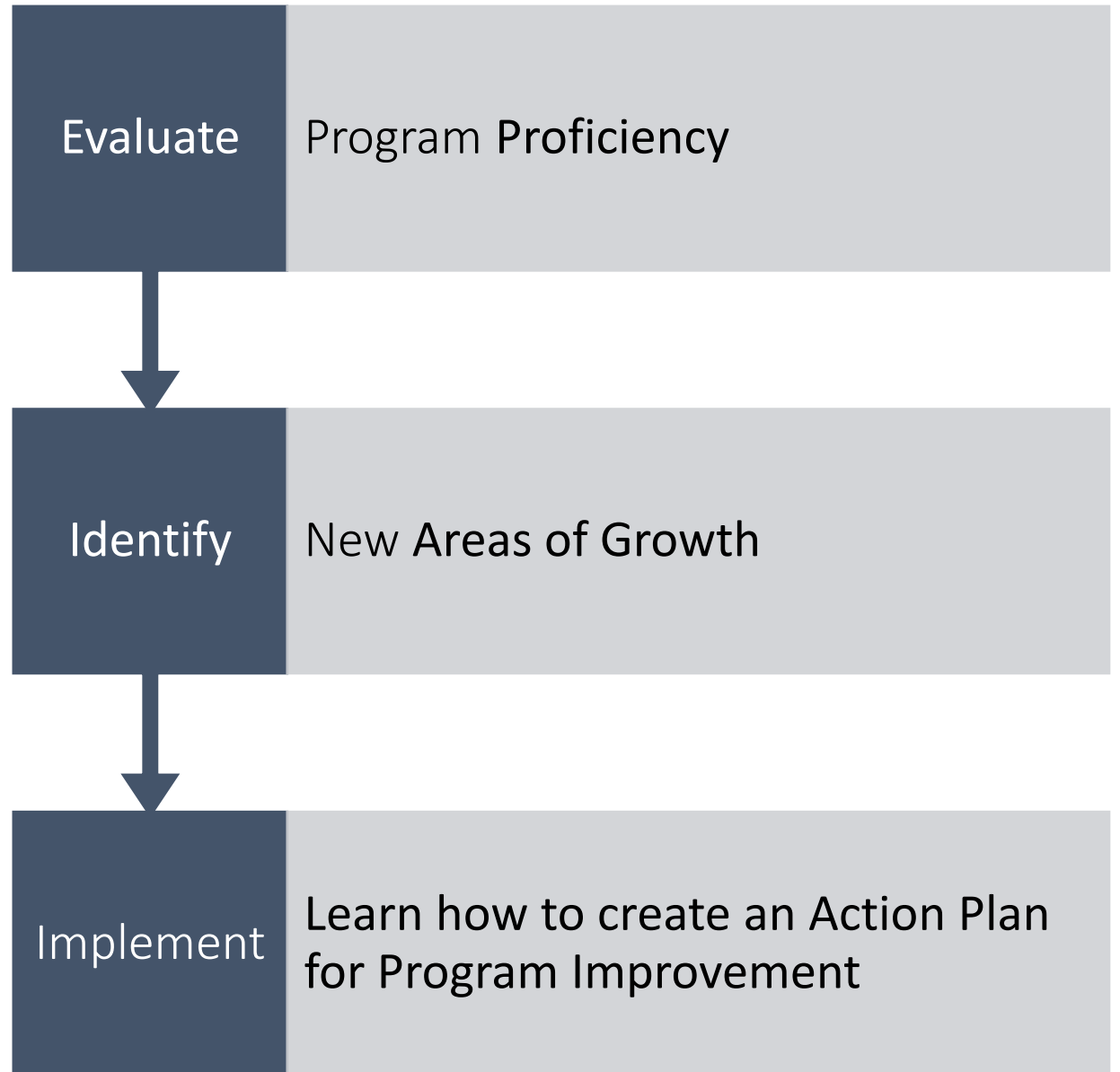
What did you learn
through COVID?

Lessons Learned Through Change

- COVID
- Director Transition



Objectives



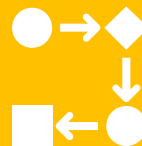
Evaluate Program Proficiency



What do we already have that is working?



What does each staff member REALLY need to do?



Create / revisit your organizational chart. Do program departments and their duties make sense?

Identify New Areas of Growth

- Take lessons learned from COVID and apply them now.
- Get input from your team! Everyone has valuable insight and ideas.
- Brainstorm / dream with leadership staff.



The "Bus" Analogy

Is everyone in the right seat?



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Personality Assessment Exercise

It takes all types!

Create an Action Plan for Program Improvement

- **SWOT Analysis** – Get everyone's input!
- **Prioritize** ideas by category.
- **Action Planning**
Takes Action!
Organize and assign, revisit annually.



SWOT Analysis Exercise



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Now What?



Actually implement your ideas!



Baby steps are OK!



Don't be afraid of change!

Questions/Discussion

