

**Leadership in the Times of Transition**  
**Leadership Asheville 27**  
**April 15, 2009**  
**Handout 1 - Judy Futch**

Transition: passage from one state, subject or place to another. Change: movement, development, or evolution from one form, stage or style to another.  
Webster's Dictionary

In Primal Leadership, Daniel Goleman promotes the concept that leaders set the tone for their organization or community. "If a leader radiates energy, enthusiasm, and hope the organization thrives; if a leader spreads negativity and dissonance, it can flounder". In times of transition, the role and responsibilities of leadership shift in order to aid in the safe passage through change.

- Tell about a time when you responded with others in a positive manner to a transition or a "change state". What triggered the transition? How did you respond? What helped the group as a whole move through the transition productively or resiliently?
  
- What were some of the underlying values or beliefs that helped you and/or the group manage this change? What were some of the thoughts that kept you "going for the long-haul"?
  
- What is one piece of advice that helps you make the most of change or transition?