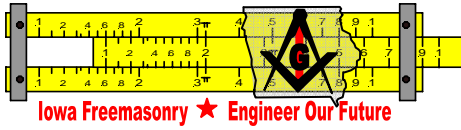
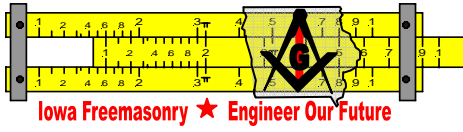


MANAGED CHANGE

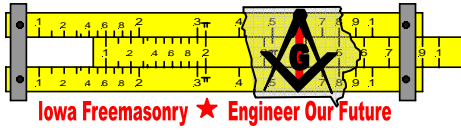


MANAGED CHANGE

“CHANGE” is NOT a 4-Letter Word

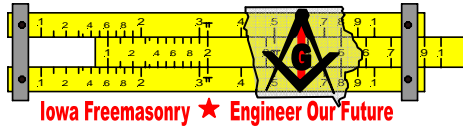


CHANGE



CHANGE

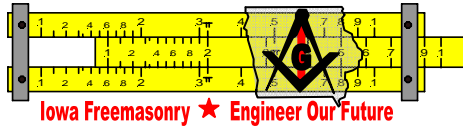
Some are **BORN TO IT**



CHANGE

Some are **BORN TO IT**

Some **ASPIRE TO IT**

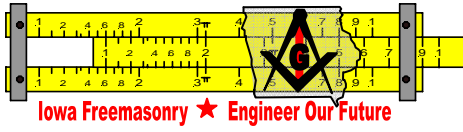


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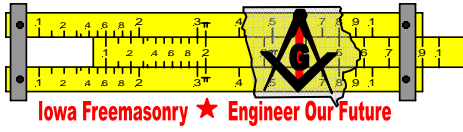
Some are **BORN TO IT**

Some **ASPIRE TO IT**

Others **HAVE IT THRUST UPON THEM**

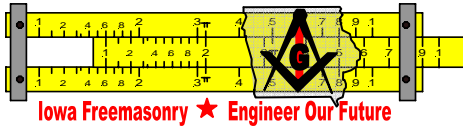


INEVITABILITIES



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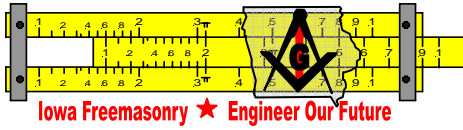
D E A T H



INEVITABILITIES

D E A T H

T A X E S

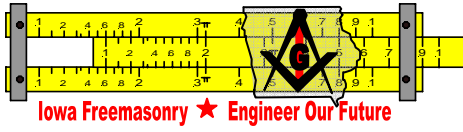


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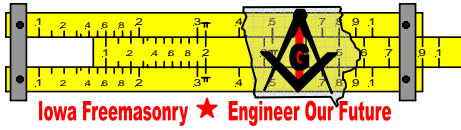
D E A T H

T A X E S

C H A N G E

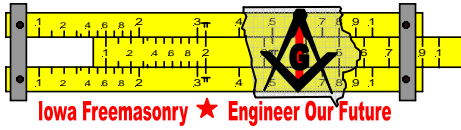


YOU CAN:



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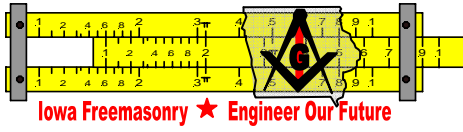
LEAD OR FOLLOW



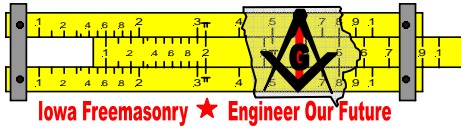
YOU CAN:

LEAD OR FOLLOW

DO IT or HAVE IT DONE TO YOU

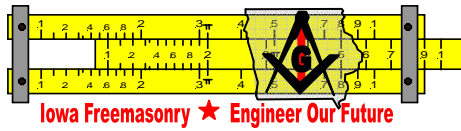


C H A N G E—Definitions



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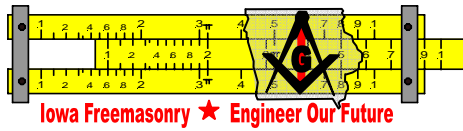
😊 To transform or transition



C H A N G E—Definitions

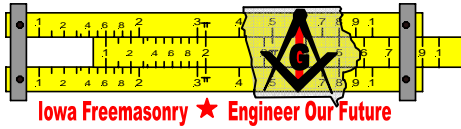
😊 To transform or transition

😊 To become different or undergo alteration



C H A N G E—Definitions

- 😊 To transform or transition
- 😊 To become different or undergo alteration
- 😊 The act, process, or result of altering or modifying



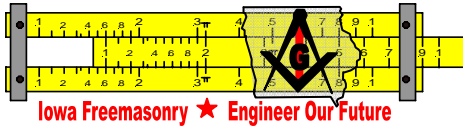
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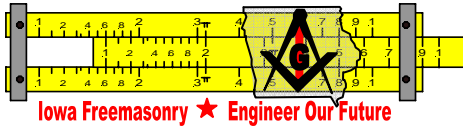
😊 To become different or undergo alteration

😊 The act, process, or result of altering or modifying

🚫 To lay aside, abandon, or leave for another; to switch

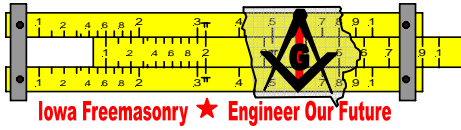


MANAGED CHANGE



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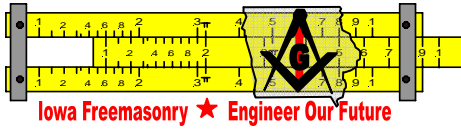
PLAN



MANAGED CHANGE

PLAN

PREPARE

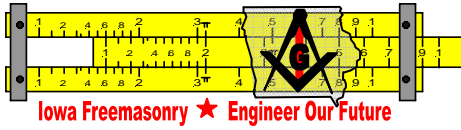


MANAGED CHANGE

PLAN

PREPARE

IMPLEMENT



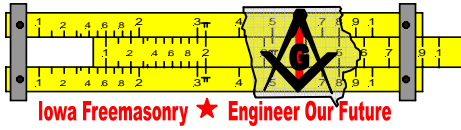
MANAGED CHANGE

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PREPARE

IMPLEMENT

MONITOR



MANAGED CHANGE

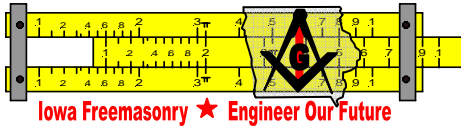
PLAN

PREPARE

IMPLEMENT

MONITOR

ADJUST

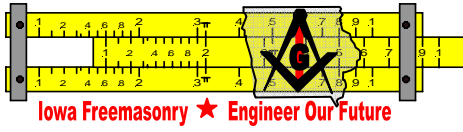


DECIDE WHAT, WHEN, HOW

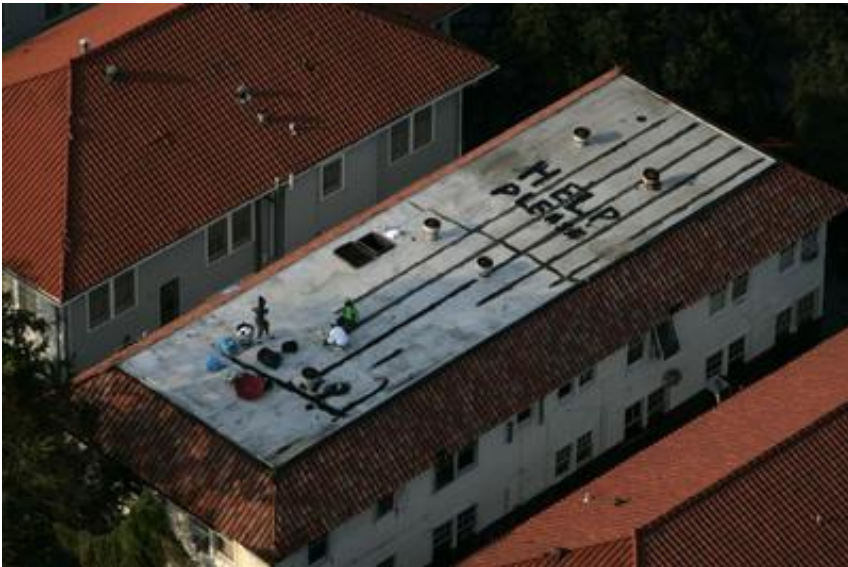
But...

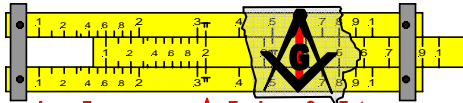
“Begin with the END in mind”

--Stephen Covey



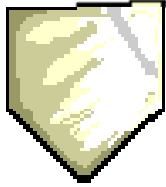
KATRINA

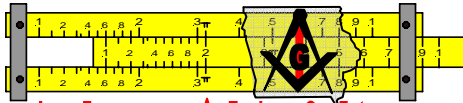




Iowa Freemasonry ★ Engineer Our Future

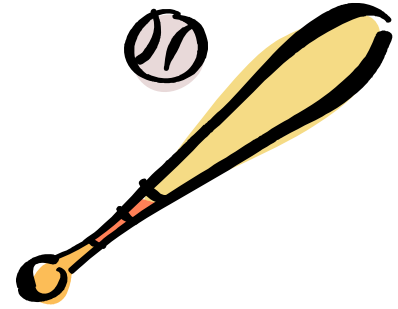
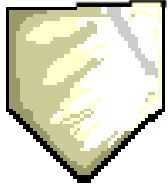
SPORTS

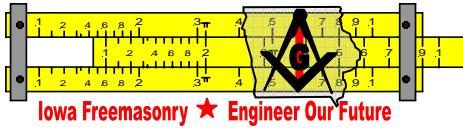




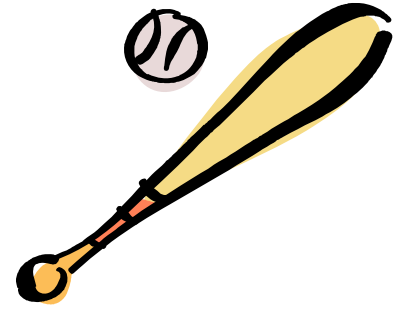
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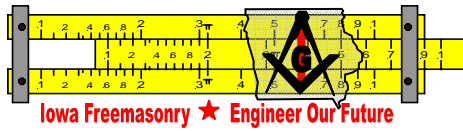
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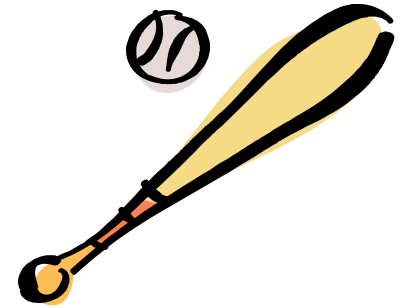


SPORTS

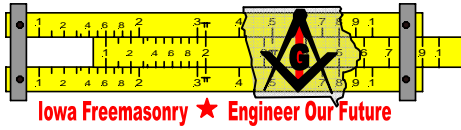




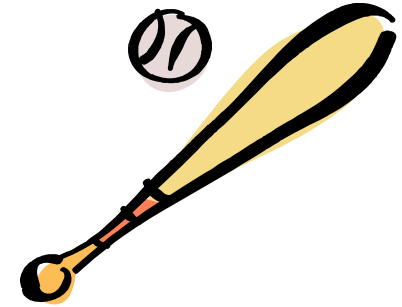
SPORTS



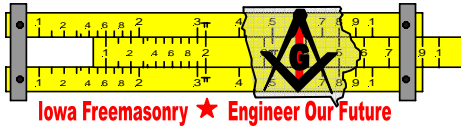
- Professional Sports Teams Have No Choice But To Manage Change
- They Adapt Their Approach To Changing Situations
 - Player Availability
 - Weather
 - Opposing Team



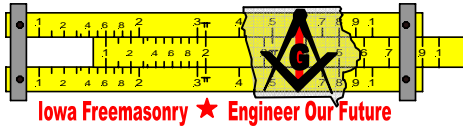
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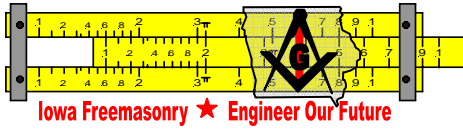
Masonry Must Also Change !!!



CHANGE IS UNAVOIDABLE

- THE ONLY QUESTIONS ARE:



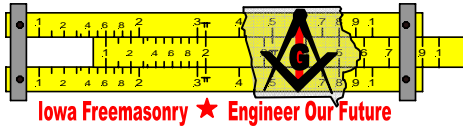


CHANGE IS UNAVOIDABLE

- THE ONLY QUESTIONS ARE:



- WILL WE BE DRIVING THE BUS OF CHANGE?

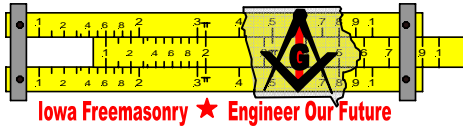


CHANGE IS UNAVOIDABLE



- WILL WE BE PASSENGERS IN THE BUS OF CHANGE?

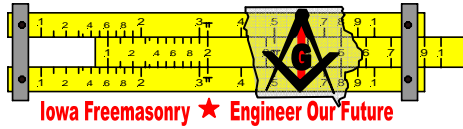
OR...



CHANGE IS UNAVOIDABLE

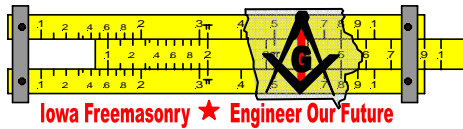


WILL WE BE RUN OVER BY CHANGE



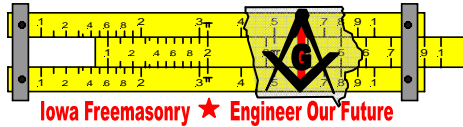
Architecting Our Past

- Since 1844, The Masons Of Iowa Have Been Led By Pragmatic Visionaries
 - Successful--Through Brilliant But Reactive Decision Making
 - Future Planning--Based Mostly On Past Experience and History
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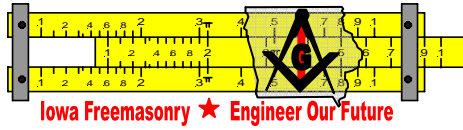
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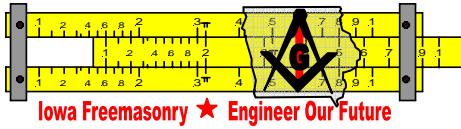
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- A Systematic Approach To Identifying and Solving The Real Problems Is Necessary



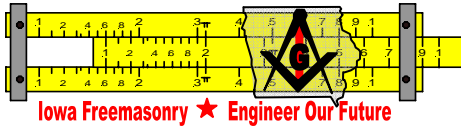
Collapse-Avoidable or Inevitable?

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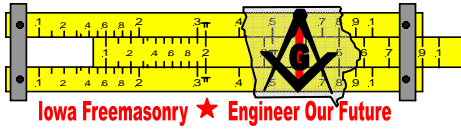
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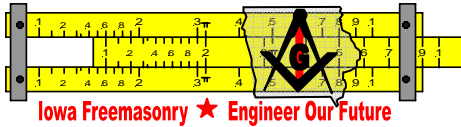
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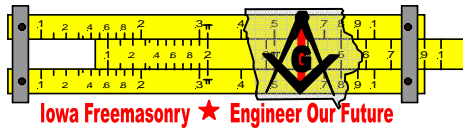
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 - **May Require Significant Paradigm Changes**
 - **Must Include Assessment of Whether Changes Are Compatible With “Core Values”**



Engineering Process

- The Engineering Design Process Is A Disciplined Linear Method Of Problem Solving With Well Defined Steps

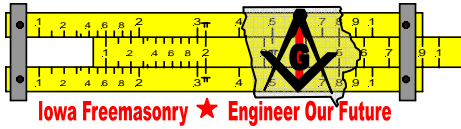
Engineering Process

Requirements Collection
Requirements Validation
Architecture Definition
Preliminary Design
Critical (Final) Design
Build and Test
Verification
Production
Production Support

Problem Solving Equivalent

What's The Problem?

Are These The Real Problems?
What Can We Do About This?
Solution Idea
Refined Solution
Try It Out
Does It Work”?
Live With It
Fiddle With It To Make It Work!!!



Engineering Process

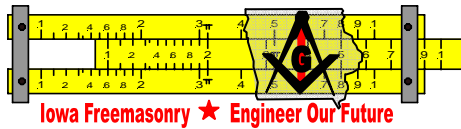
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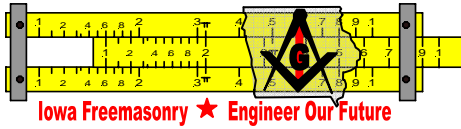
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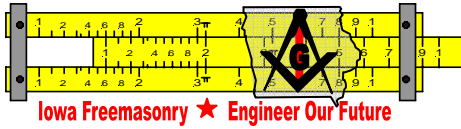
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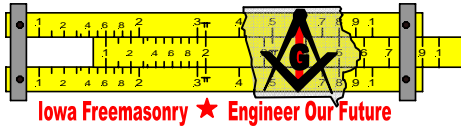
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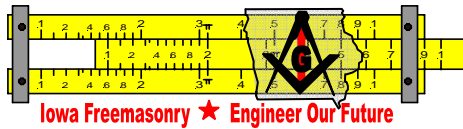
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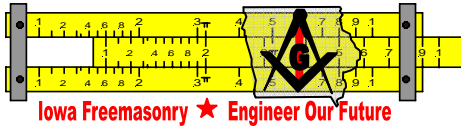
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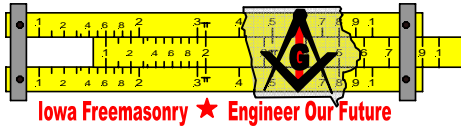
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Requirements Collection

Requirements Validation

Architecture Definition

Preliminary Design

Critical (Final) Design

Build and Test

Verification

Production

Production Support

Problem Solving Equivalent

What's The Problem?

Are These The Real Problems?

What Can We Do About This?

Solution Idea

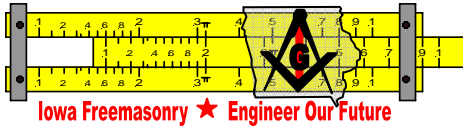
Refined Solution

Try It Out

Does It Work”?

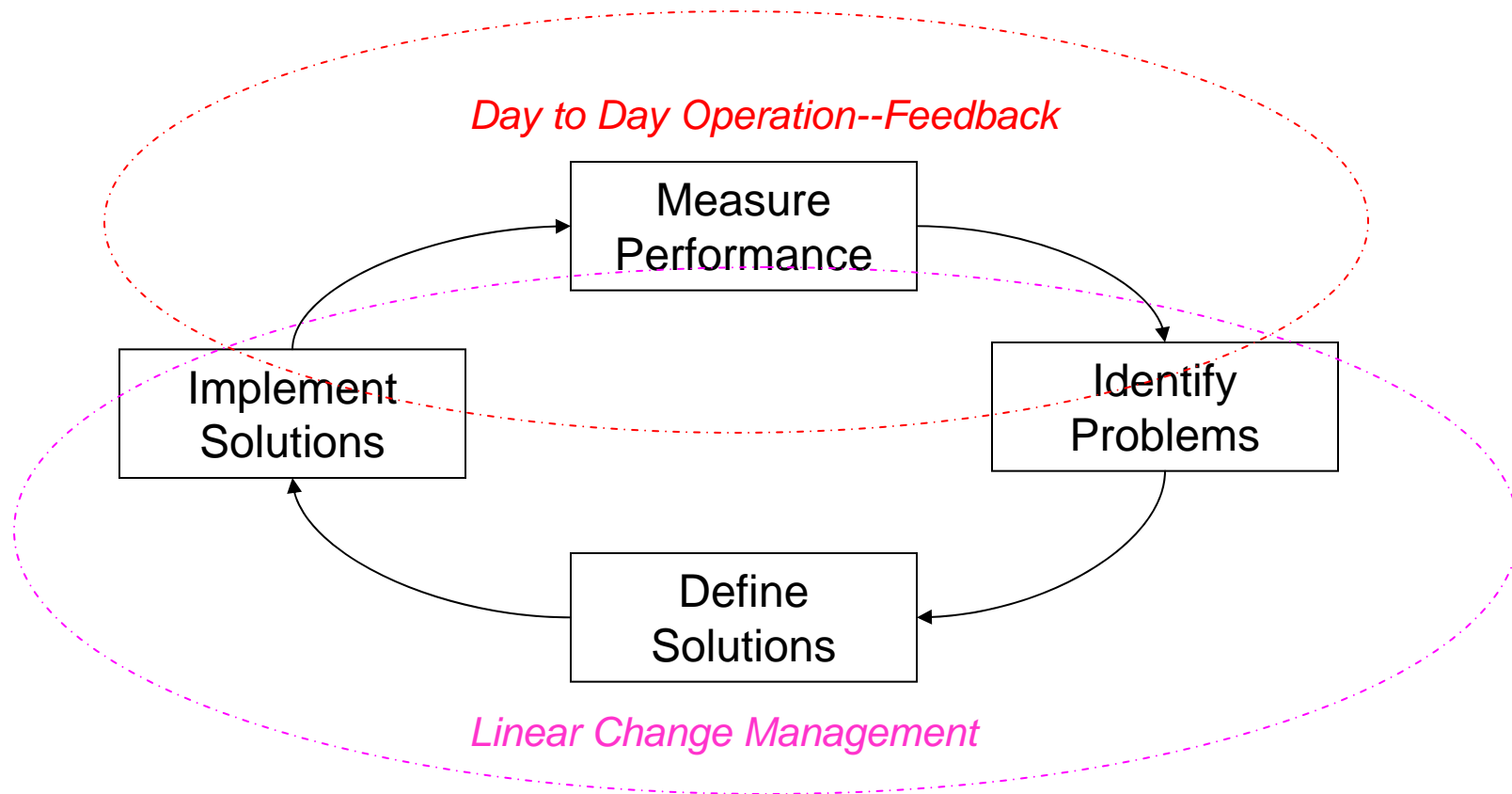
Live With It

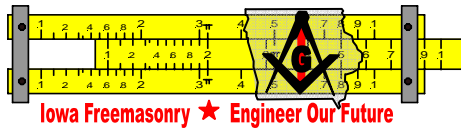
Fiddle With It To Make It Work!!!



Cyclical Process

- Process Control Model
 - A Cyclical Variation of the Engineering Process
 - Use To Manage Long Term Change Through Feedback

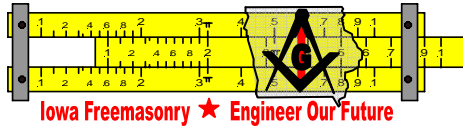




Engineering Process Applied to Iowa Freemasonry

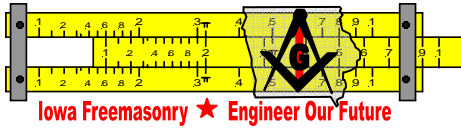
- Implement Processes Control Model of Long Range Planning
- Define the Requirements For Iowa Freemasonry to Succeed in the 21st Century
 - Review Historical Problems and Changing Demographics
 - Predict Future Problems
 - Create a Vision for 21st Century Freemasonry
 - Identify Changes Which Can Be Made to Ensure Future Growth and Success WITHOUT Abandoning Our Identity or CORE VALUES
 - Initiate Preliminary Design Changes
- Establish an Annual Review Process
 - Evaluating Success/Failures
 - Identify and Implement Planned Changes

This is a LONG RANGE Program. Preliminary Steps Will Be taken in 07-08.



Long Range Planning

- Base Efforts On A Program Initiated by the Grand Lodge of Washington
 - **Inclusive Program—Involve Lodges and Individual Masons**
 - Brainstorming Sessions
 - Questionnaires
 - Interim Results Will Be Available For Review on Grand Master's Web-site
 - **Create a VISION**
 - Consolidated Image of Iowa Freemasonry—Who We Are, What We Do, How We Do It, and Why We Do It
 - Focus on Where We Want To Be In 15-20 Years
 - **Create a PLAN For the Future**
 - Specific Steps For Improvement and Maintenance
 - **Implement the PLAN**



Annual Review Process

- **Re-evaluate Long Range Plan Every Year**
 - Is the Vision Still Valid?
 - Are The Planned Changed Being Implemented?
 - Are They Working?
 - What New Changes Are Required
- **Update Plan**
- **Draft and Promote Legislation as Necessary**



TRADITION

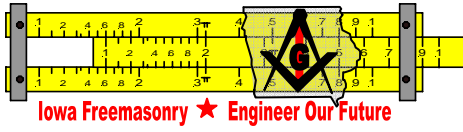
Just Because You've Always Done It That Way

Doesn't Mean It's Best!

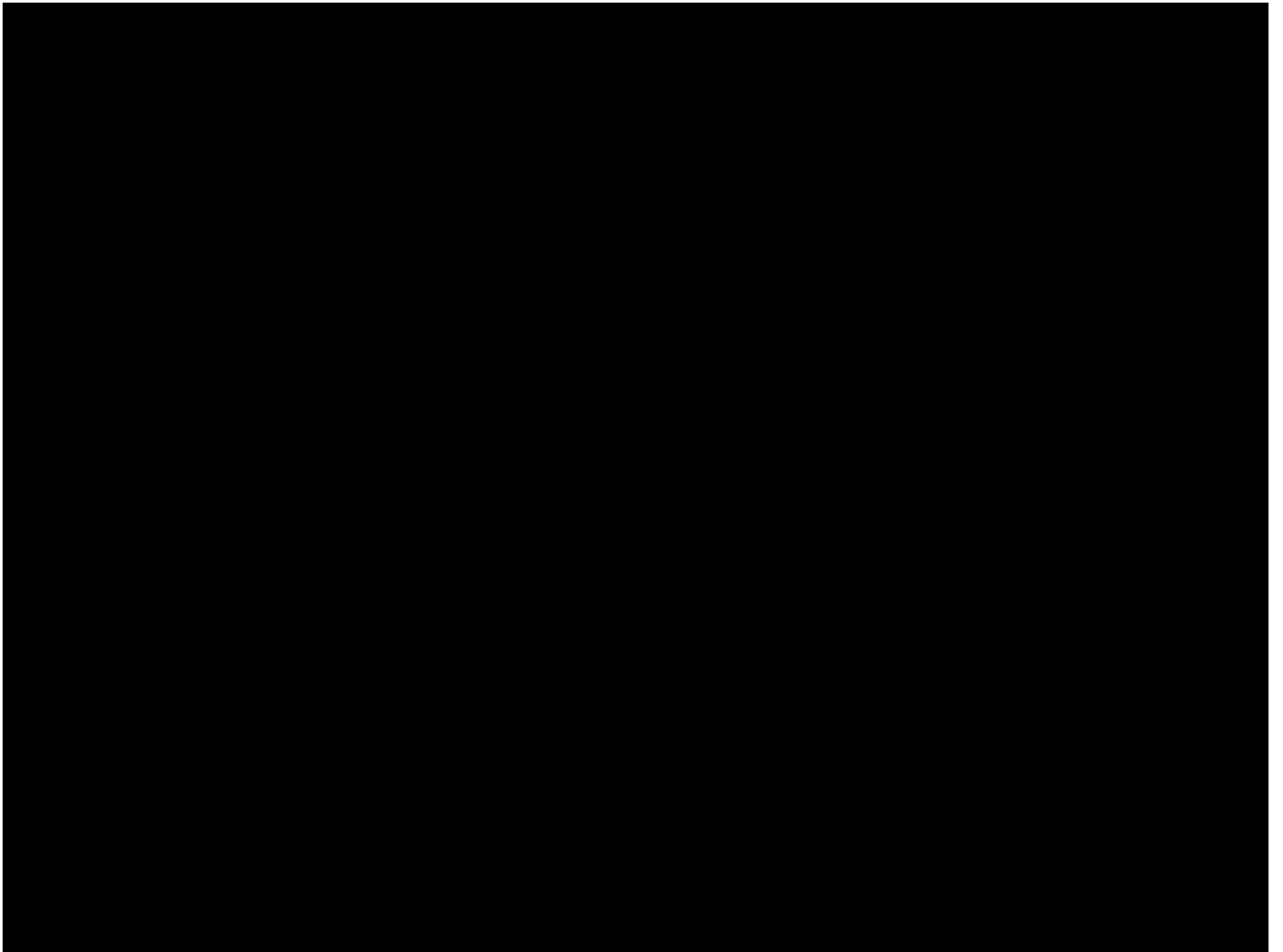


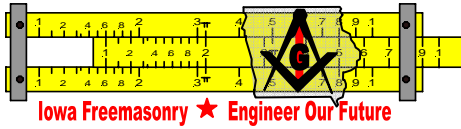
CHANGE

**When The Winds Of Change Blow Hard Enough,
Miracles Can Happen. But They MUST Be Directed.**



-
- Questions?

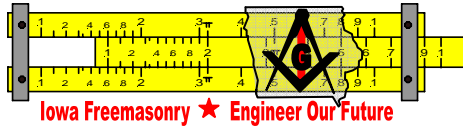




Managed Masonic Change

- Managed Masonic Change Succeeds Through Pride and Education
 - Masonic Traditions and History (Education) Helps Us Understand Where We Are and Where We Come From
 - Masonic Pride Helps Us Identify Where We Want To Be and Gives Us a Will To Succeed
 - Educated Leadership Helps Us Go From Where We Are To Where We Want To Be

For change to be effective, it must be conscious, intentional, focused, and correct. Pride, Education, and Leadership ensure these factors are met.



Engineer Our Future By Building on The Past

- Recent Themes (Excellent Foundation Blocks That Solidified Our Identity)
 - Building A Strong Foundation
 - Be A Builder
 - Leave A Legacy
- Current Themes (A Way Forward Into The 21st Century)
 - Lodge Renewal – Hooked on Masonry
 - Engineer Our Future—Pride, Education, and Long Range Planning

Attitude is the KEY