

# Daily Journal

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**Leading Change!** (#5, December 26, 2021)

I found leading Change in any organizations, especially in the church, must be difficulty. Mostly, I think they didn't know how to change (including me) neither what process needed in that changing.

People those who are leading the change might assume that if they just talk about change, it will be happens right away in their organizations and people will move to change instantly. That's the main mistake to the leaders. That is really misunderstanding. They think too easily about the change. Change is not easy job as they guess, so that's why mostly failed to do change.

I found the book, "Managing Transition: Making the Most of Change" written by Williams Bridge. There should be a lot of books on the topic of Change, but this book caught my attention and interested in more and more, and it was simple guidance.

The distinction was that he said there are three stages once we are practicing to change; "Ending, Neutral Zone, and newBeginning." As you see it's easy and simple process but I found most of us missed the middle one, Neutral Zone. At that stage, mostly we were neglected to consider those areas.

Once we are proclaimed about change, we never thought there should be Neutral Zone between the ending the past and new beginning in the future. That's why we leaders prone to jump into the future directly from the ending. We ended the past and hopeful to start newBeginning directly.

Just like once turn on the switch of light, there should be bright room directly. Once turned on the radio, there should be sounds promptly. But changing is never like that. Changing need times and proper processes. We have to give them time to think, and if we hasty too much, they probably say yes, but never happens the real change.

Another illustration in the Bible, Old Testament. Once Israelite is going to Canaan Land from Egypt, even that was promised land, they couldn't go to the promised spot directly but they had to stay and killing times many years at Median Wilderness as we know.

So leading Change, we as a leader, need to know what it is, how it goes, and how people think of it, so on. We need to prepare those elements before to take an action to Change.■

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