

## **The Challenge of Change**

By Lisa Harvey Roach, PMP

Do you like change? Most people don't because change is uncomfortable. Project Managers and Team Leaders, in today's environment, you can't afford to resent change. Staying in your comfort zone is not an option! You must lead the way and show your team how to be flexible, agile, and open minded.

Change can be seen or unforeseen. Three examples of changes that are seen follow:

1. The need for process improvement, to enhance efficiency and cost effectiveness.
2. The need for skills building, i.e., training to keep current with new technology or leadership methods that work.
3. The need to embrace diversity, equity, and inclusion. That's a change we all need to get on board with. Recent studies show there are benefits to having diverse perspectives, personalities, and people. This point is further exhibited in the following programs:

**a. The American Women Quarters Program:** A four-year program that honors a diverse group of women who have shaped the development and history of our country.

**b. The NASA and SpaceX Program:** In April, Jessica Andrea Watkins will become the first Black woman to live and work on the International Space Station for six months. She will observe geological changes on earth from orbit and with her team members, document the effects of long-duration spaceflights on humans.

Now let's look at an unforeseen change, COVID-19. No one knew COVID was coming, so how could you prepare for it? You couldn't, but as a leader, you had to. Were you flexible or inflexible?

One of the outcomes of COVID-19 was a change in the way people worked and the way people viewed work. Today, as a Project Manager/Team Leader, you must realize the nuances of working remotely, working in a hybrid fashion, or working in person at the office. Learning and interacting in these different environments have also changed. The savvy Project Manager will help their team navigate the challenges of these changes.

A quote from the McKinsey 2021 quarterly report states that "It's time to reset the "next normal" by moving from pause to play and proceeding with momentum and purpose." I like that! What about you? What are you going to do to embrace change and manage the "next normal?" Contact me and share your strategies. I would love to hear them!

### **Lisa Harvey Roach, MM, PMP, DTM**

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