

# Changing the World

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# outline

- Why change the world
- Who can change the world
- How to change the world
- Changing oneself
- Discussion

# Why change the world

- Not everyone wants to
- The world changes whether we want it or not
- Some of us want things to be different
- What I want to be different...
  - A culture of science and engineering where
    - everyone is welcome and nurtured
    - addressing the world's challenges matters more than winning a Nobel prize

# Who can change the world

- All change starts locally
- Anyone with a vision, strategy and persistence can change their local world
- Stories of local change agents
  - Undergraduate student (Sarah Moore)
  - Assistant professor (Christine Alvarado)
  - Staff (Michele Ng)
  - President (Martha Piper)

# How to change the world locally

- Effective strategy depends on context and role of change agent
- Context: first wave vs second wave
- Roles
  - Lower power vs higher power
- Context for higher power role
  - Change agent vs sustainer of success

# Strategies: Lower Power Roles

- Identify more powerful allies with whom you can align your vision
  - may require creativity and iteration
- Gain credibility by being incredibly good at helping your allies achieve their visions
  - Most responsible, organized, collaborative
  - Hardest worker with most initiative
  - Give the credit for success to everyone else
- Be prepared to move into a higher power role when the right tradeoff appears

# Strategies: Higher Power Roles

- Identify allies in your community with whom you can align your vision
- Engage community in creating shared strategic vision (SV) aligned with your vision (needs the allies)
- One-on-one mtgs with every powerful person to ask for advice on how to achieve SV (take notes in notebook)
- Focus rhetoric, rewards and recognition on goals in SV
- Get feedback and be willing to change yourself

# Changing Oneself

- Personal strengths same as weaknesses
- A lifelong task
- Why it's so hard to change some things about ourselves
  - Keegan and Lahey, How we talk can change the way we work

# Expanding from Local

- Share your experience
- Build supportive networks
  - Individuals and institutions
- Influence powerful institutions
  - Help institutions achieve their visions
  - Take leadership roles
  - Serve on advisory groups

# Anyone can change the world

- Vision, strategy, persistence
- Willingness to change oneself

# Discussion