



# LOVE, LEAD & ACHIEVE

## The Power of Change is in Your Hands



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# Change Management & Communication Workshop

- INTRODUCTION
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# OBJECTIVE

- ❑ **Self Awareness and Self Responsibility**
  - ❑ **Identity & Cultural Influence**
  - ❑ **Behavior & Attitude Change**
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# SELF AWARENESS SELF REFLECTION

- Obstacles & Challenges
  - Thinking out of the box
  - Behavior Change
  - Breaking the barriers
  - Focusing on the vision
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# QUESTION



- Identify some of your challenges & problems in your life and work?
  - Observe how do you feel when you think about your challenges and problems?
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# Emotional Intelligence

## ■ Thinking & Feeling





# QUESTION

- What Makes You feel Powerful?



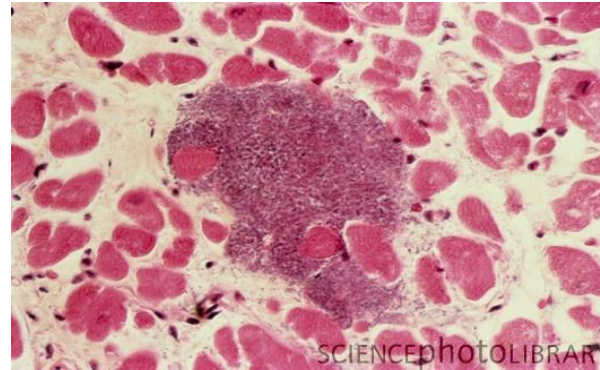
- What makes you feel Powerless?



# The Power of Positive Thinking



- Negative thinking- Infected heart
- Neutral thinking- balanced heart
- Positive thinking- pure heart





# Feelings

## ■ Bad Feelings

Heavy  
Depressed  
Angry  
Frustrated  
Stressed  
Powerless  
Helpless  
Stuck  
Sick  
Revengeful  
Weak  
Rejected  
Unloved



## ■ Good feelings

- Joy
- Love
- Forgiveness
- Compassion
- Understanding
- Patience
- Empowered
- Helpful
- Open
- Kind
- Generous
- Giving
- Powerful



# Turn Around: From Negative to Positive

## ■ Bad Feelings

- Heavy
- Depressed
- Angry
- Frustrated
- Stressed
- Powerless
- Helpless
- Stuck
- Sick
- Revengeful
- Weak
- Rejected
- Unloved

## ■ Good Feelings

- Light
- Optimistic
- Peaceful
- Balanced
- Relaxed
- Powerful
- Helpful
- Free
- Healthy
- Forgiving
- Strong
- Accepted
- Loved

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# QUESTION

- Look at your challenges and identify all the negative feelings you feel [ in all nuances] and list them one word per feeling.
  - Then turn each feeling around in using positive word next to it. Read them silently and observe how do you feel?
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# BEHAVIOR CHANGE

- Stop
- Look
- Listen
- Learn
- Let go
- Love



- Kindness is not stupidity
- Knowledge is only a tool
- Wisdom is freedom
- Generosity is ownership
- Humility is power
- Compassion is love

# REFLECTION

- The River of Life
- Lessons Learned





# IDENTITY

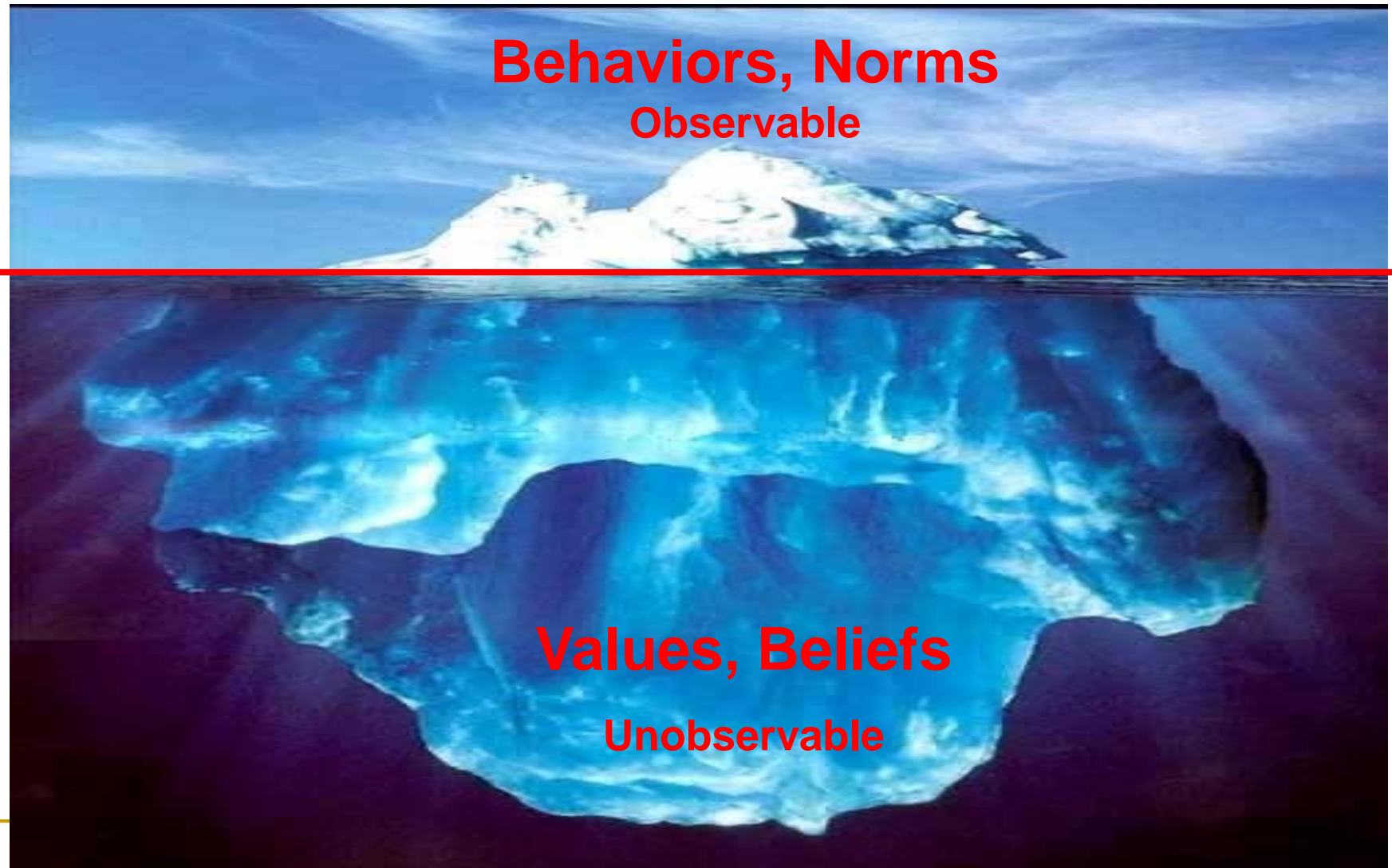


- ✦ Identity: Our way of being
  - ✦ Coping with the each other and the world
- ✦ Culture is a system of shared **Values, Beliefs, Behaviors, Norms (VBBN)**

- ✦ Learned:  
Passed between generations
- ✦ Universal:  
Behaviors that cross cultural lines



# Identity & Cultural Influence





# ■ WHO AM I?

Considering  
Values  
Beliefs  
Behaviors  
Norms



# Patriarchy & Feminism in Kosova

- Identity Formation
- Where we are now?
- Where do we want to go?

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Power walk  
Power Talk

Open discussion



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## Practical Exercise

# Reflecting on Values

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# MY IMAGE MY WORLD

- HOW DO I SEE MYSELF?
- HOW DO OTHERS SEE ME?
- HOW DO I SEE OTHERS?

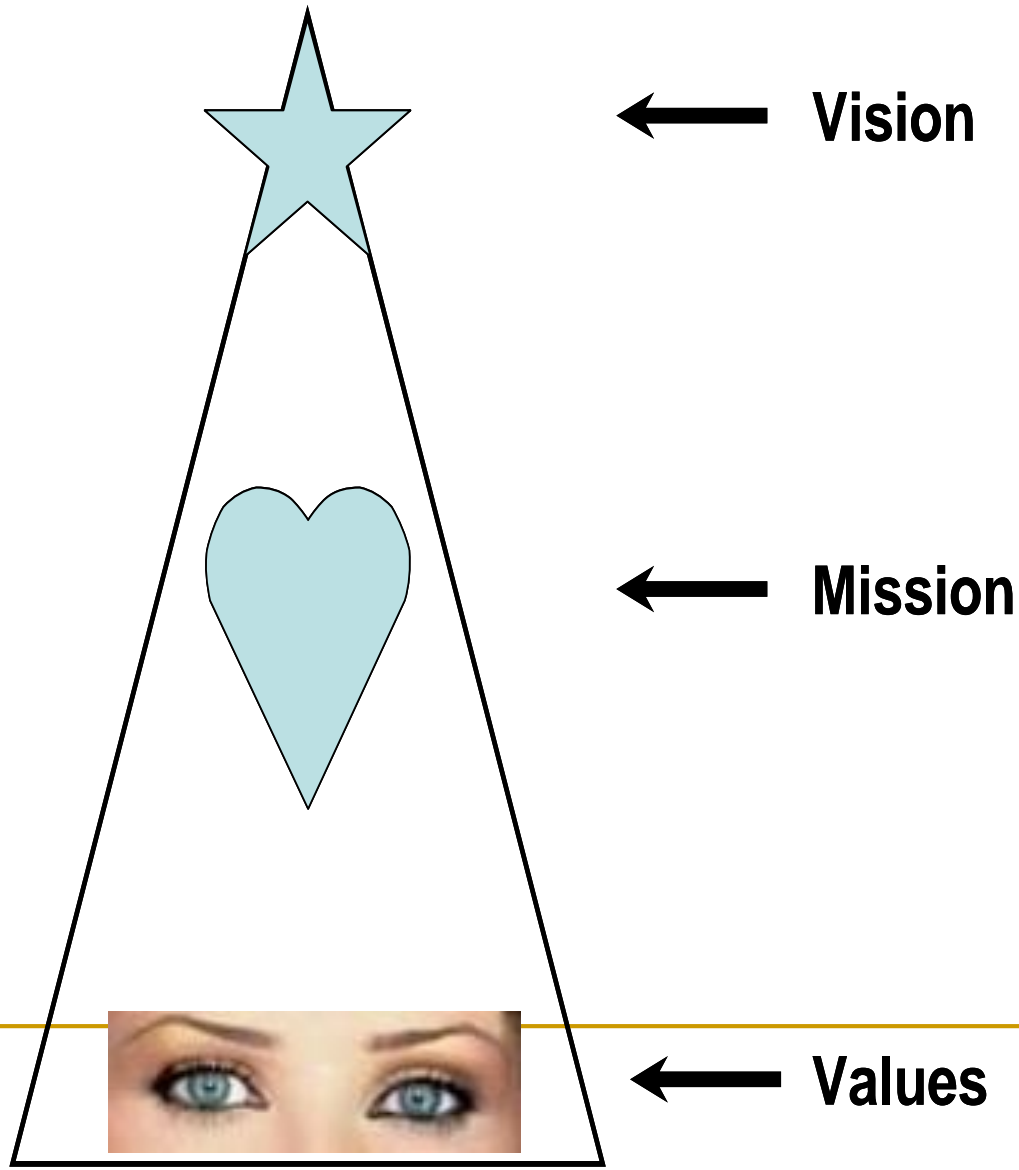


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# TRADITION & INFLUENCE ON IDENTITY- QUESTIONS:

1. What role does tradition play in your life?
  2. How has tradition influenced your identity?
  3. What is unacceptable for you about your tradition?
  4. What are negotiable and non-negotiable aspects of your tradition for you?
  5. How can you best use tradition in work diverse setting please give an example?
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# Mission, Vision, Values



# MY Purpose

**MY PURPOSE – What Do I Want?**

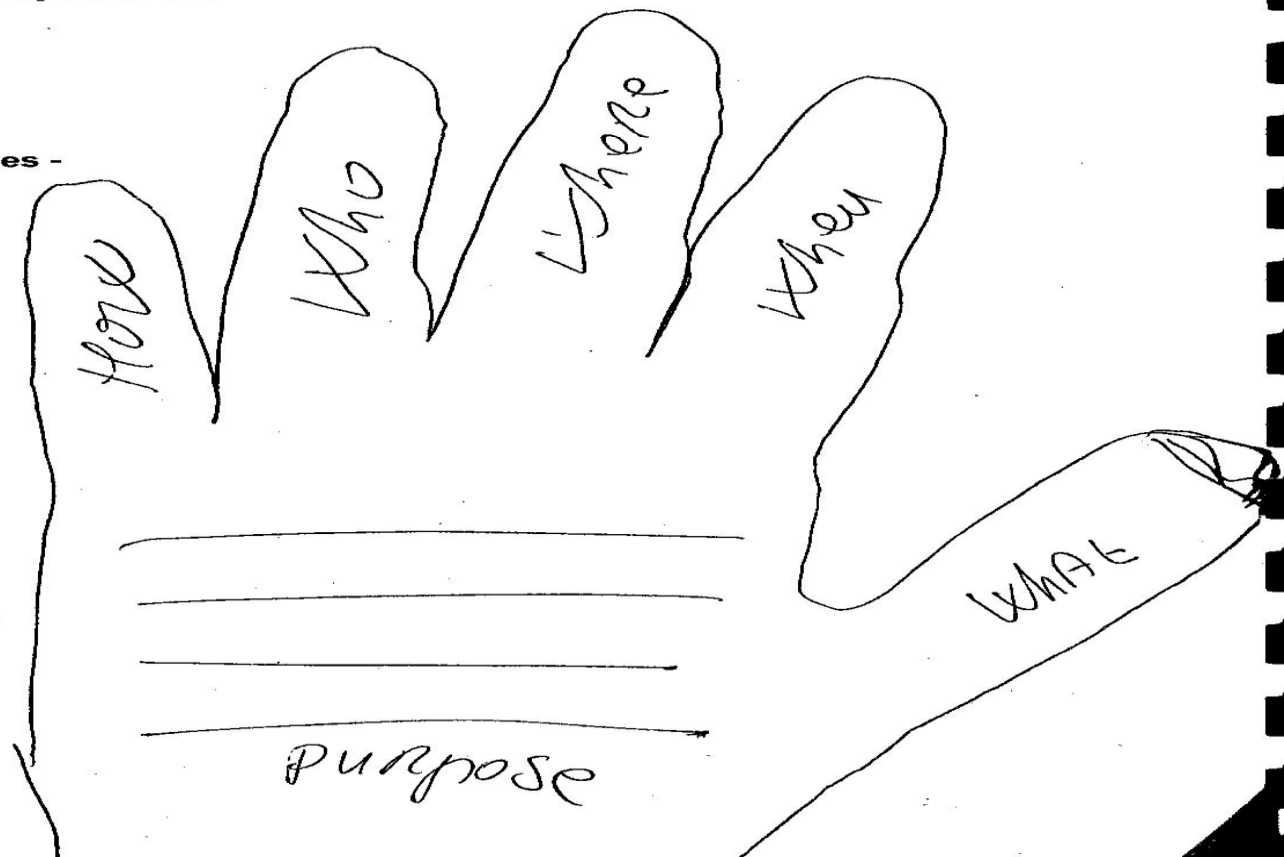
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**I Do Have it in My Hand . . .**

**What –**  
**How –**  
**Who –**  
**When –**  
**What Resources –**



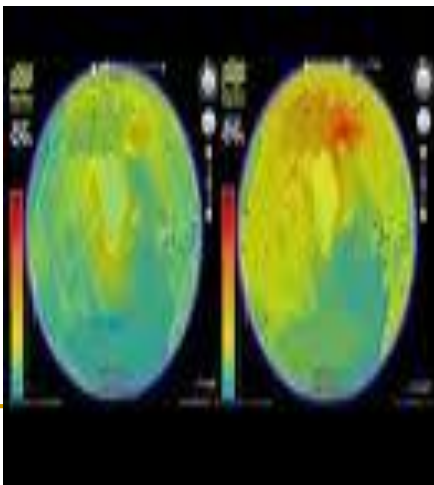
# Question

- Does your success match your happiness?



# CHANGE

## ■ Understanding



# MANAGING CHANGE

- Identify the change
- Prepare the change
- Plan the change
- Implement the change
- Sustain the change



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# CHANGE- QUESTIONS

- What kind of change would you like to make in your life?
  - What kind of changes would you like to make in the following:
    1. Feelings
    2. Relationships
    3. Body
    4. Love
    5. Work
    6. Money
    7. And spirituality
  - What stops you from making these changes in your life?
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# Women's Empowerment and Solidarity

- Women's Empowerment and Solidarity
- Women, Peace & Security in Kosova



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## PRACTICAL EXERCISE: SAY NO TO VIOLENCE

- WHAT IS VIOLENCE?
- HOW DO YOU SAY NO TO VIOLENCE?
- WHICH WAY DO YOU CONTRIBUTE TO END VIOLENCE?
- WHAT STEPS DO YOU TAKE?



Examples:

Community outreach

Media outreach

Public Campaign

Education through Trainings and workshops

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# Practical Exercise

## CREATE YOUR VISION FOR CHANGE

- First identify your values
- Then write your Mission
- And finally write your vision



# Questions



# MEDIATION & VISUALIZATION

## ■ THE GARDEN



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# REVIEW

- ❑ **Self Awareness and Self Responsibility**
  - ❑ **Identity & Cultural Influence**
  - ❑ **Behavior & Attitude Change**
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# Picture Speaks a Thousand Words

- I hope you enjoyed this Presentation?





# CLOSING



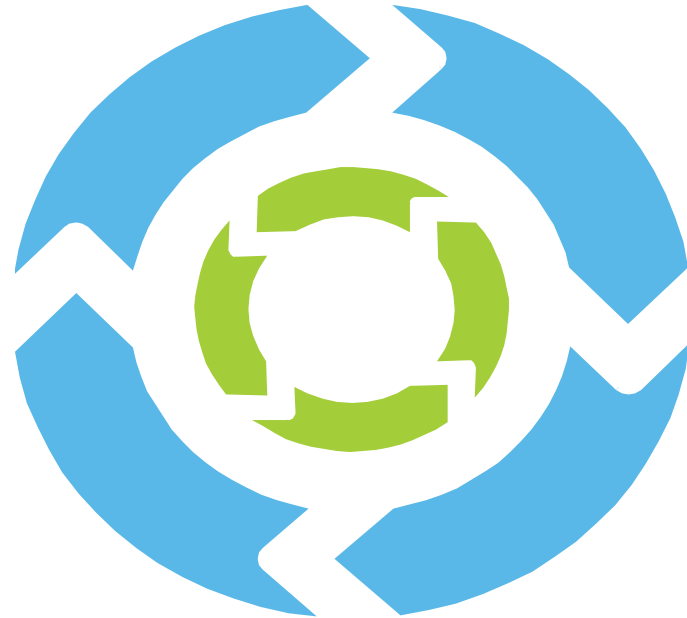
- Poem “Women” Safete Rugova
- List of Wishes
- Lessons Learned
- Evaluations
- Certification and Closing Ceremony
- Group Photos





# Practical Exercise: Forgiveness

- Forgiveness:
- Outer and inner circle –talker-listener; changing places, sharing, forgiving, receiving, and letting go.



# CELEBRATE THE CHANGE

- Movement Slow Dance

