

KEYS to dealing with CHANGE



Linda Ring

Immediate Past Governor

Altrusa District One Workshop November 2021

What is CHANGE?

verb

1. make (someone or something) different; alter or modify.
"both parties voted against proposals to change the law"
2. replace (something) with something else, especially something of the same kind that is newer or better; substitute one thing for (another).
"she decided to change her name"

noun

1. the act or instance of making or becoming different.
"the **change from** a nomadic **to** an agricultural society"
2. coins as opposed to paper currency.
"a handful of loose change"

How do you view CHANGE?

		Positive +	Negative -
1	Uncertain		
2	Postpone		
3	Impose		
4	Adapt		
5	Reorganize		
6	Opportunity		
7	Retrain		
8	Cancel		
9	Plan		
10	Shift		
11	Re-deploy		
12	Transition		
13	Ambiguous		
14	Let's try something different!		
15	Starting from scratch		
16	Change		
17	Adjust		
18	Compromise		
19	Flexibility		
20	Spontaneous		
Totals =			

Why is it difficult?

- Change too many things at once
- One change involves more change
- Status quo is comfortable
- Unclear about the benefits of the change
- Abandoning efforts too quickly
- Changing other people



NOW... Cross the "Other" Way



Change is here to stay...



Let's play a game!



What is FLUXX?

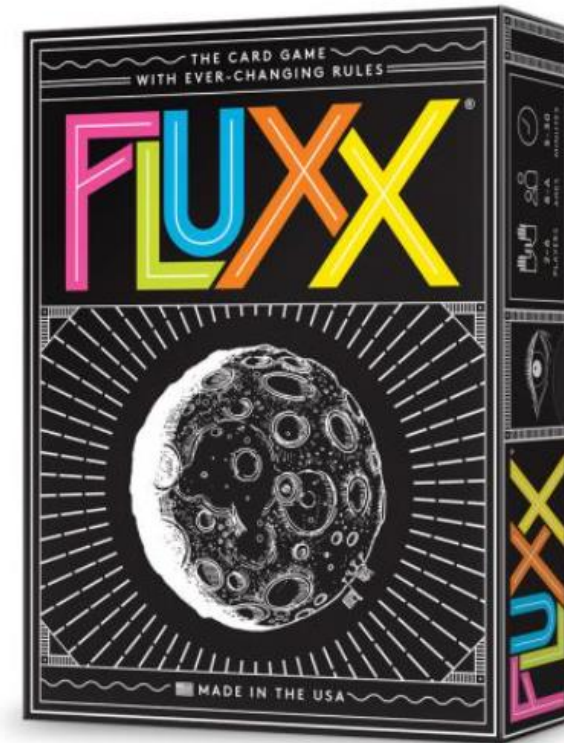
- Fluxx is a card game.
- Fluxx is a game about change, and it changes as you play it. We call it the card game of ever-changing rules, and that's exactly what happens — you change the rules.
- How you win can also change from one turn to the next. Every game is different!

Exec Summary

- **Fluxx is a game about constant change.**
- **Begin by following the Basic Rules.**
- **Each player starts with a hand of 3 cards.**
- **On your turn, draw 1 card, play 1 card.**
- **New Rules take effect as soon as you play them.**
- **Collect Keepers to match the Goal and you win!**



Fundamentals



Game Play

- It all begins with one basic rule:

Draw one card, Play one card.

- You start with a hand of three cards. On your turn, you draw one card and add it to your hand, and then choose one card to play, following the directions written on your chosen card.
- As cards are drawn and played from the deck, the rules of the game change from how many cards are drawn, how many cards are played or even how many cards you can hold at the end of your turn.



4 kinds of cards

KEEPER 

KEEPER

To play a Keeper, place it face up on the table in front of you.

GOAL 

GOAL

Goals are played face up in the center of the table.


Discard the previous Goal, if any.

NEW RULE 

NEW RULE

New rules take effect immediately.

To play one, place it face up in the center of the table.

ACTION 

ACTION

To play an Action card, do whatever it says, then place it on the discard pile.

Keepers (22)

- Collect KEEPERS to match the GOAL and you win!
- Play from your hand to the table in front of you.
- Examples
 - Television
 - Cookies
 - Chocolate
 - Sun

Goals (32)

- Define what it takes to win!
- You actually start the game WITHOUT a goal!
- Generally, each goal is a set of KEEPERS...
 - Hot Fudge Sundae = Chocolate + Ice Cream
 - Lullaby = Sleep + Music
 - Toast = Bread + Toaster



New Rules (22)

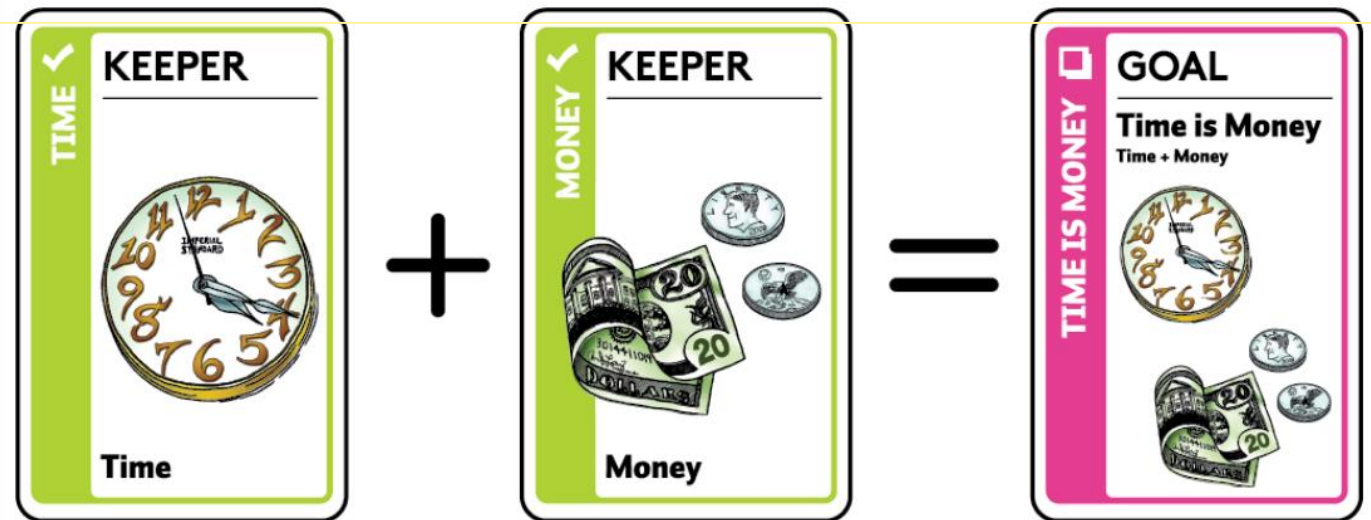
- New rules change how many cards to draw or play or hold in your hand.
- New rules take effect immediately
- Pay close attention!!!
- Examples:
 - Play 2
 - Hand Limit 4
 - Double Agenda (2 goals)

Action (23)

- Sometimes cause major chaos!
- Just do what it says and discard into the pile.
- Examples:
 - Shuffle Hands
 - Steal a Keeper
 - Empty the Trash
 - Reset the Rules

How to win?

All you have to do is meet the conditions set forth on the current Goal. Although there are some unusual goals out there, most of the time a Fluxx Goal will require you to have a particular combo of two Keepers, such as Time and Money:



Have FUN!



What was it like?

- Stressful
- Confusing
- Tiring

- Engaging
- Interesting
- Exhilarating
- Fun



Examples of Change in Altrusa

- Venue/Meeting Place
- By Laws/Policy
- Process
- Dues/Cost of events
- Fundraising
- Technology



WHY do we have to change?

- Altrusa is aging.
- If we do nothing, we will age out of members in 20 years.
- We all try to attract younger members, but for some, they don't stay.
 - WHY?
 - 1
 - 2
 - 3
 - 4

Techniques

- Acknowledge the issues
- Involve your teammates
- Communicate
- Create desire
- Be truthful
- Empathize
- Find humor in the situation
- **ACCEPT IT and MOVE ON!**



Altrusa's brand drivers

- **Flexibility**

- Keep an open mind
- Adapt to newer ways of doing things

- **Clarity**

- Stay in touch - Communication
- Transparency – Share information

- **Inclusion**

- Incorporate some new events, projects, ideas
- Be sure to ASK all members to help and be a part of new programs



Don't forget to **CHANGE** your clocks tonight!



Remember to test and change the batteries in your smoke and carbon monoxide detectors when you change your clocks back on Nov. 4th!





IF I COULD TURN BACK TIME

© Cinderella's Closet

**YOU CAN... ONE HOUR THIS
SUNDAY. CHER WITH A FRIEND**

mematic.net

thank you

danke 謝謝 ngiyabonga
спасибо Баярлалаа mersi kua ora barka welalin tack teşekkür ederim
faafetai lava vinaka spas misaotra matondo paldies grazzi mahalo
nanni nandri kiitos dankie maururu koszonom dankon acüü tapadh leat
dhanyavad hvala nannu bayarlalaa gracie
enkosi bedankt bayarlalaa gracie maururu koszonom
dziękuje hvala nannu bayarlalaa gracie maururu koszonom
obrigado sobodi dekuji sagolun chnorakaloutioun gracias ago gracies
sukriya kop khun krap taiku go raibh maith agat
didi madloba mesi najis tuke ありがとう tanemirt grazie arigatō takk dakujem trugarez
kam sah hammida rahmat terima kasih rahmet diolch dhanyavadagalau shukriya merce мерси
তোমাকে ধন্যবাদ 감사합니다 xiexie ευχαριστώ merci