

Leading Through Critical Inflection Points

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Executive Leadership Track

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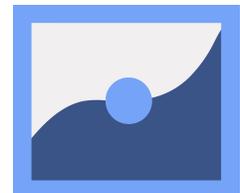
Sarah Maegdlin, Project and Client Manager

Agenda

- What is an inflection point?
- How do you recognize that you are in an inflection point?
- Now what? How do you start?
- Effectively leading through inflection points with strategies and actions
- Case studies; learning from others

What Is an Inflection Point?

Inflection points are critical junctures that can make or break your organization, depending on how you respond. It's hard to recognize you are facing an inflection point, and even more difficult to know how to lead your team through one.



Success Model



Examples of Inflection Points:

- Leadership or founder transitions
- Downward trends in revenue/donations or audience engagement, or the need to take advantage of procuring new sources of revenue, grow audience engagement, or drive impact
- Opportunities to expand into a new market, expand to a new audience, or offer a new product or service
- Internal or external turnover
- The need to expand beyond your experience or intuition
- Audience fatigue, or the need to reach a new audience or attract a new donor base

“Most people ignore that they are at a critical inflection point because they don't look around and take time to listen. They fear the “hard conversation” or the likelihood that change will affect people.”

Root Causes

1. Organic Life Cycles
2. Lack of Inertia
3. Tyranny of the Urgent
4. Fear of Change
5. Pride and Apathy

Framework for Success

6. Don't go it alone!
7. Create alignment
8. Be honest and realistic
9. Evaluate risks
10. Stick to your guns

“Smart people make bad decisions not because they want to make bad decisions, but because they are blind to, or intentionally ignore warning signs”

*“You don't have to have all the answers, but you need to assemble the right resources that can process, evaluate, and answer the tough questions that drive the organization and the team forward. **Align on strategy, mission, and vision.**”*

*“Times of change require difficult decisions and a lot of fortitude. Good leaders look around, ask questions, and listen. They will make the tough call, take the risk, and address reality. **The worst thing you can do is nothing**”*

Our anchor verses for this presentation can be found in ***Nehemiah chapters 3 and 4***

If you'd like to read more about inflection points and how to effectively navigate through them, check out the article recently published in Outcomes Magazine [here](#)

Executive Advisory Partners was created to help senior executives effectively lead through critical periods of transition. Through a wide variety of advisory services and a comprehensive network of partners, we help with both strategy and execution. We ask you the tough questions, warn you of potential pitfalls, and help you identify alternative solutions. We equip you to see and achieve your potential.

Currently staring down an inflection point? Let us help.
Get in touch by visiting our website at <https://www.execadvisorypartners.com/>

Learn more about the presenters here:

Steve Maegdlin: <https://www.execadvisorypartners.com/about-us/steve/>

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