



ACCCA Region 8 Event: The Evolving Leader
Dr. Kelly Fowler
September 19, 2025



Change Can Feel Messy...

We bring yesterday's meetings, this morning's emails, even next week's deadlines into the room. Let's shake that off and choose how we show up.

- **Personal Journaling Prompt:** What is one habit, mindset, or approach that holds you back from leading at your highest level?"
- **One Word Prompt:** What is one word that captures how you want to show up today in this leadership conversation about change?



One Word Prompt: Mentimeter

What is one word that captures how you want to show up today in this leadership conversation about change?

Join at menti.com | use code **5448 1053**



Discussion Points

- What is Change?
- Navigating Change
- Change through the Lens of Baseball: Moneyball movie
- Change Leadership:
 - ✓ Perspective
 - ✓ Limited Resources
 - ✓ Buy In
 - ✓ Success and Failure
 - ✓ First Through the Wall
- Leading Change: What We Carry Forward



What is Change?

- ❖ Transition
- ❖ Letting Go
- ❖ Navigating Uncertainty
- ❖ Embracing the New
- ❖ Policy, Process, Structure, Strategy
- ❖ Centering People and Relationships



Navigating Change and Resistance



70% of change efforts fail due to lack of vision, communication, or buy-in (Kotter, 1996)



Resistance is not personal – it is a natural response to uncertainty



Change isn't just doing things differently, it's seeing the game differently



Moneyball: The Trailer



[Moneyball \(2011\) Movie Trailer - HD - Brad Pitt](#)

Discussion: If You Were In the Room...

- What was happening in this scene?
- What were the different viewpoints in the room?
- Were the coaches and scouts on board with the new approach? Why or why not?
- What is Peter's role?
- Would you have taken a different approach if you were Billy?
- What were the key leadership lessons about change that resonated with you in this video?





Moneyball: If You Were in the Room...

If you were in the Room...are you Billy, Peter, or the Scouts/Coaches?



Discussion: We Need Money

- What is happening in this scene?
- Have you ever experienced the emotions that Billy is feeling?
- What was Steve's perspective? Was he right?
- How does this relate to budgetary discussions at your college?
- Would you have approached this differently?
- What are some key leadership take-aways about change in this clip?
- Other thoughts?



Stephen (Steve) Schott: Co-Owner of the Oakland As.



Moneyball:
We Need Money

[Moneyball: We Need Money](#)

Discussion: The Trade

- What is happening in this scene?
- How does this situation relate to change leadership?
- Can you relate to the feelings and emotions that Art is expressing?
- What would you do differently or the same if you were....
 - ✓ Billy,
 - ✓ Peter,
 - ✓ Or Art?
- What leadership lessons about change can we learn from this scene?

Art Howe
Manager



Moneyball: Billy Trades Peña

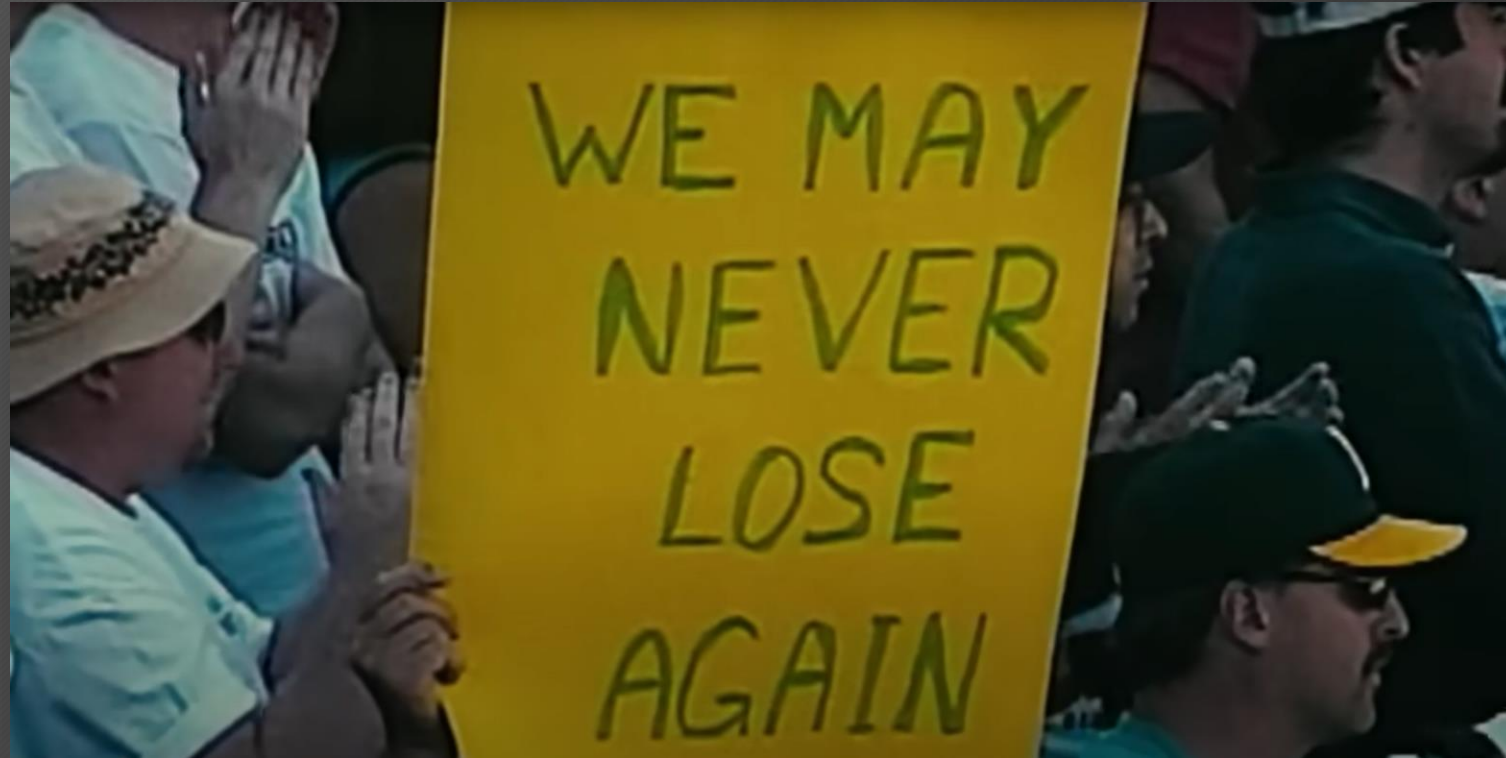
[Billy Trades Peña](#)



Discussion: The Winning Streak

- Why is happening in this scene?
- How does this relate to change leadership?
- What are your experiences with carrying out a new idea that was met with resistance or experienced success?
- How does this relate to change at your college?
- What is the upside of a “winning streak” or the downside?
- What are the key leadership lessons from this video?





Moneyball: The Winning Streak

[Moneyball - The Streak \[1080p HD\]](#)

Discussion: The First Through the Wall



- What is happening in this scene?
- Have you ever experienced the emotions that Billy is feeling?
- What was John's perspective?
- How does this relate to your experiences?
- Would you have approached this differently if you were Billy?
- What are some key leadership take-aways about change?
- Other thoughts?
- Note: **Bill James** is a baseball historian and statistician. He coined "sabermetrics" in baseball.

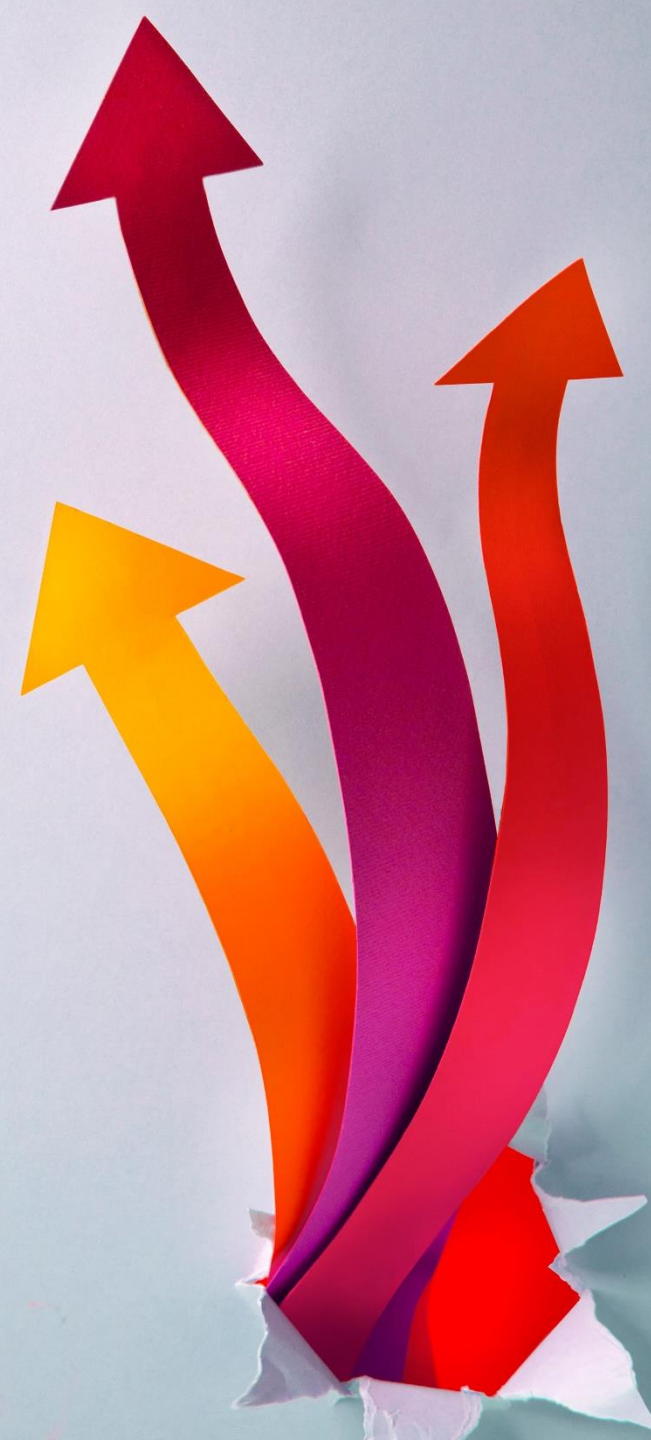
Moneyball: The First Through the Wall

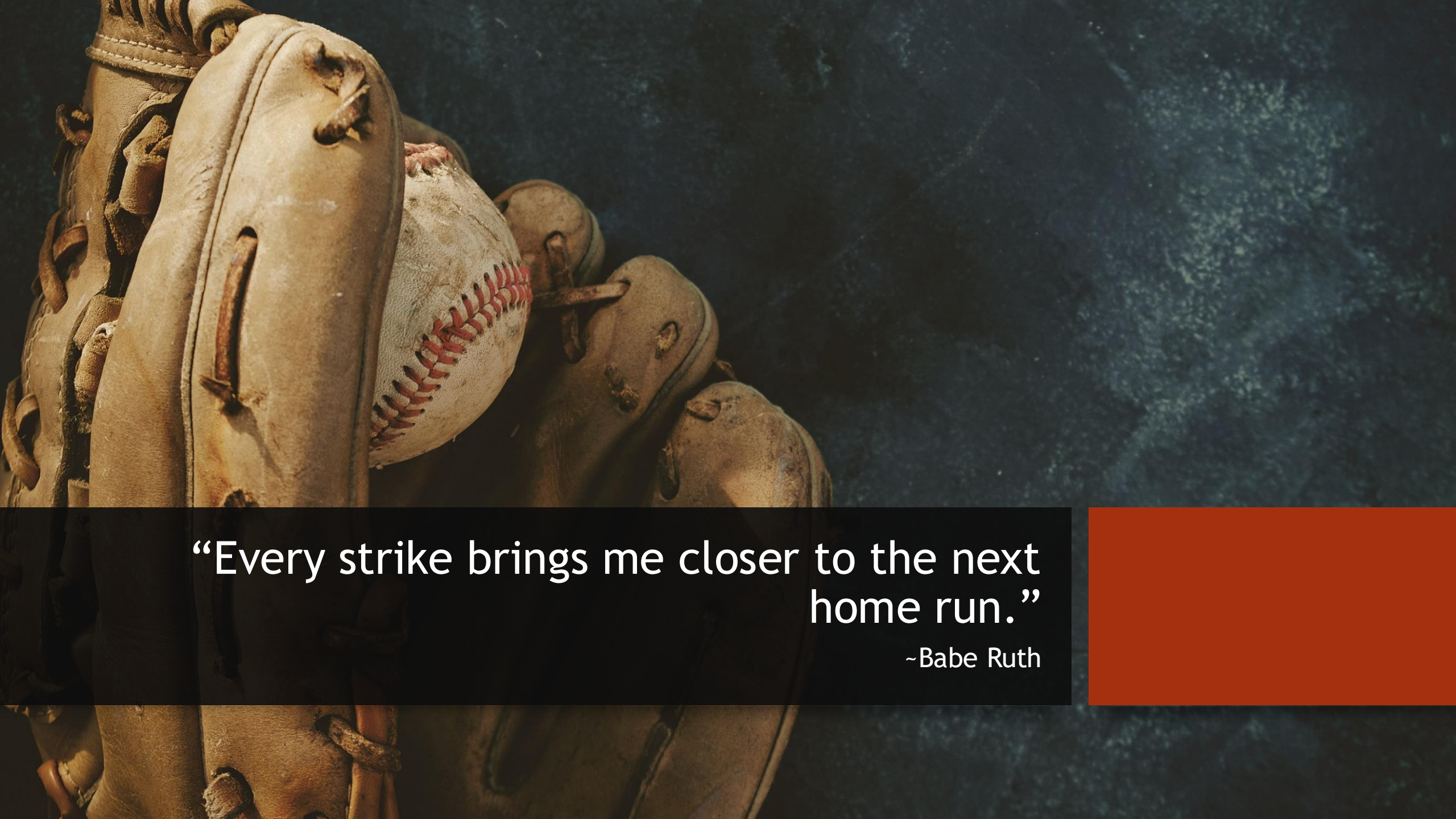
- [Moneyball: The First Through the Wall](#)



Leading Change: What We Carry Forward

- Change is both external and internal – it's about structures *and* the human experience of adapting
- Resistance is natural; listen first, lead with clarity, and keep vision at the center.
- Don't just play the game differently – see the game differently.
- Trust the data, stand with courage, and persist through resistance.





“Every strike brings me closer to the next home run.”

~Babe Ruth